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ABSTRACT

This report presents findings of a 1988 survey of the salaries, benefits, and working conditions of early childhood personnel employed at day care centers in the Cleveland, Ohio area. It is emphasized that the salary survey describes what is and not what should be. The report is organized into three major sections. The first section covers methodology. In the second section, salaries are analyzed by position, education, length of time in the profession and in the present position, and type of program. Then, in a profile section, all the data is gathered together by position titles including aides, assistant teachers, head teachers, teacher-directors, directors, and administrators. The profile section also includes information on Child Development Associates (CDAs) and heads of households. The third section covers the three previous surveys, conducted in 1976, 1979, and 1984, as well as the survey of 1988. Data from 216 CAEYC (Cleveland Association for the Education of Young Children) members from the 1988 survey is analyzed along with data from the earlier surveys. Appendices provide definitions, a statistical analysis, demographics, a summary of survey respondents, and comments from respondents concerning their work. A teacher, aide, or administrator can use this report to find information on salaries and benefits specific to their position. It is hoped that the report will open up discussion of wages, benefits, and working conditions, and serve as a rationale for increasing salaries of child care staff. (RH)

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CLEVELAND ASSOCIATION FOR THE EDUCATION OF YOUNG CHILDREN

SALARY SURVEY

REPORT:

1988

1976, 1979, and 1984

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Table of Contents

Acknowledgements	2
How to Use This Report	3
Methodology	4
1988 Survey	7
Salary	9
Position	12
Education	15
Length of Time in the Profession	18
Length of Time on the Job	21
Type of Program	23
Profiles of:	25
Aides	26
Assistant Teachers	29
Teachers	32
Head Teachers	35
Teacher/Directors	37
Directors	39
Administrators	41
CDA	42
Head of Household	44
Benefits	48
Working Conditions	60
CAEYC Surveys: 1976, 1979, 1984, and 1988	68
Demographics	70
Position	72
Hourly Wage	75
Educational Level	76
Length of Time in the Profession	78
Appendixes	80
A Comments from 1988	81
B Glossary	83
C Inferential Analysis	85
D Demographics 1988	86
E Minimum Wage Table	89
F Analysis of Returns:1988, 1984, 1979, and 1976	90
1988 Salary Survey form enclosed.	

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The Cleveland Association for the Education of Young Children(Cleveland AEYC) can be proud of its commitment to its members and to the whole field of early childhood education. Cleveland AEYC conducted its first salary survey during the 1975-76 school year. Edith Gaines took our concern about low salaries to a Midwestern AEYC Conference in 1978. In the years following CAEYC urged the National Association for the Education of Young Children (NAEYC) to focus attention on compensation issues in early childhood education. NAEYC has responded to our concern and to the concern of many other affiliate groups, and has published a Position Statement on Nomenclature, Salaries, Benefits, and the Status of the Early Childhood Profession. NAEYC is a strong voice for early childhood professionals.

A major goal for the 1988 survey was to reach out to individuals who were not members of CAEYC. We were successful thanks to the cooperative efforts of Mary Kerrigan of the Center for Human Services' Child Care Resource Center and Carole Ellison of the Federation for Community Planning's Child Day Care Planning Project. A special thank you is due Lynn Prange, Chairperson of the 1987-88 Salary Survey Committee and the members of the committee - Gerri Ash, Helen Green, Rita Herzog, Doris Johanson, and Louise Lassiter - who were involved during the development of the survey tool and the gathering of the data. We are also appreciative of Barbara Kurtz, President of the Cleveland AEYC, and the Cleveland AEYC Governing Board for their support and commitment to the project.

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We are grateful to the Midwestern AEYC Board and the Midwestern AEYC Special Projects Grants committee for their financial contribution to the printing and distribution of this report. Their support and encouragement help us expand our horizons.

Accolades go to Helen Green, OAEYC Salary Survey Chairperson, who cares about teachers of young children and who is committed to expanding our efforts to include the whole State of Ohio. Her enthusiasm and help throughout the project was greatly appreciated.

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How to Use This Report

Factual information about salary and benefits of early childhood personnel is crucial in determining public policy and in planning budgets, whether a child care program is starting up, expanding, or is simply calculating next year's expenses. It is our hope that this report will be used to open up discussions of wages, benefits, and working conditions and will serve as a clear rationale for increasing salaries of child care staff. Using the information in this report is a valid and effective way to help others see what child care staff are experiencing. Share this information with boards of directors, parents, public officials and the general public.

A major goal of the CAEYC's 1987-88 Salary Survey Committee was to publish a report that directors and administrators as well as individual child care workers would find useful. The data is presented in graphs, and tables with summary and commentary sections to highlight information. In the profile sections the data is brought together by job positions. In interpreting the data, caution should be taken where there is a low level of response. Despite problems with the sampling technique (See Methodology) the data gives a picture of what is happening to child care personnel in the Cleveland area.

A word of caution - this salary survey describes what is, not what should be!!!!

Many groups that published salary survey results have found that the data is used to maintain the "going rate," the status quo. For a staff member who earns below the average hourly wage, this report may be used as a rationale for a raise. The staff member who earns the same as the average needs to articulate the implications for keeping the "status quo", the quality and high turnover issues. For those who earn more than the average who may find it awkward to ask for a raise or for improved benefits, a comparison with other jobs will highlight the discrepancies between education and job responsibilities and salary level. For directors and administrators the information may be helpful in educating boards of trustees who set policy and determine priorities regarding salaries, benefits and working conditions.

The report is organized into three major sections. The first major section covers methodology. The second major section covers the 1988 survey. Salaries are analyzed by position, education, length of time in the profession, length of time in present position, and type of program. Then all the data is gathered together by position in the profile section. The profile section also includes information on CDA's and heads of household. An individual teacher, an aide, or an administrator can find information on salaries and benefits specific to their position. The third and final section covers the three previous surveys. Only the data from 216 CAEYC members from the 1988 survey is analyzed with the data from the 1976, 1979, and 1984 surveys. In the Appendix are the comments from respondents which express in the words of early childhood workers what is happening in the field. The Appendixes also includes definitions, a statistical analysis, demographics and a summary of who responded to the four surveys.

Data is organized by total sample and where appropriate is further analyzed into sub categories. Data may also be analyzed by type of position. During the analysis of the data it was noted that a group of respondents worked part time in full day centers. In previous studies part time meant working less than 20 hours per week in a half day program. Part time workers in full day programs work an average of 24 hours per week and have fewer benefits than full time workers. Since working part time in full day programs appears to be a growing trend, the data was divided into three categories - full time, part time in full day, and part time in half day.

The data is analyzed using the range (low and high), the mean (average), the standard deviation and the quartiles. Percentages may also be included. These different views of the data deal with the extremes that exist. Salaries, for example, for full time workers range from $3.35 to $25.40 per hour, however 50% of workers earn less than $5.50 per hour. For terminology and statistical definitions,.see the Glossary, Appendix B.

Methodology

Since the fall of 1975, the Cleveland Association for the Education of Young Children has collected information about salaries, benefits, and working conditions of its members. Four surveys were done during the thirteen year period. The first three surveys conducted by the CAEYC were sent to members of the organization, although a few non-members did respond. Members receiving more than one form were asked to share the extra survey with a colleague. The surveys focused on the diversity in the field of early childhood, while looking for ways CAEYC could better serve its membership. The 1987-88 survey attempted to reach a broader sample than CAEYC membership and focused on salaries, benefits and working conditions. The 1987-88 survey was sent to CAEYC members, the mailing list of individuals taking workshops sponsored by the Center for Human Services' Child Care Resource Center and to the centers involved in the Federation For Community Planning's Child Day Care Planning Project. In general, salary surveys either approach the individual directly or focus on centers and through centers reach individuals. Either approach has problems for the early childhood researcher gathering data in Cleveland. For an analysis of who responded to the four surveys, see Appendixes D and F.

Past CAEYC Salary Survey Committees wanted to reach out beyond CAEYC's membership but found this an impossible task. The names and address of centers were not readily available. The Ohio Department of Human Services did not computerize its list of licensed centers until 1979. In addition, many individuals were reluctant to share salary information and centers were unwilling to share information relating to the financial status of their programs. This is still true today (even when anonymity is guaranteed) in the Cleveland area, and it is true in other areas of the United States. Although the Ohio Department of Human Services has a list of licensed centers, no list of center personnel exists. After much discussion, the 1987-88 CAEYC Salary Survey Committee chose to reach out to the individual and to make every attempt to reach as broad a sample as possible, especially non-members of the organization.

One of the most dramatic changes that has occurred during the past 12 years is the profile of CAEYC membership. The organization no longer consists primarily of t part time teachers and directors. Today a majority of members work full time in full day centers. It is still true that the organization does not reflect the staffing patterns in centers. Aides and assistant teachers who earn minimum wages do not as a rule join professional organizations. The 1988 Salary Survey had 69 responses from aides and assistant teachers but only 61 (15% of the sample) were usable surveys. The 1987 Minnesota Salary Survey had almost 50% of the usable returns from aides and assistant teachers. No data on staffing patterns in centers is available.

Nomenclature is also a source of difficulty for researchers since job descriptive terms are not mutually exclusive. A teacher in one center might have the title of assistant teacher or head teacher in another center. Traditional job titles were used in the surveys. The terms head teacher and lead teacher are used synonymously in this report. NAEYC has recommended the establishment of common nomenclature based on levels of knowledge and skill. This nomenclature and NAEYC's definitions of levels are included where appropriate. It is unknown how many centers have applied NAEYC's level concept and terminology to the staffing pattern in their center. Despite the inherent problems with the samples, the results of the four surveys give information on salaries, benefits and working conditions for early childhood personnel in the Cleveland area.

1988 Survey

In the fall of 1987 a survey form developed by the CAEYC's Salary Survey Committee was sent to CAEYC's membership in two mailings, one in September and one in November. In December a mailing was sent to 1532 individuals who had taken workshops at the Center for Human Service's Child Care Resource Center during 1987. The forms were coded for this mailing. Unfortunately there was no way to eliminate CAEYC members from this mailing list. Both CAEYC members and non-members responded to this mailing. The mailing list also included nannies and family day care home providers. Seven family day care home providers and two nannies responded to the survey (data not included in this report). In addition, the Federation for Community Planning's (FCP) Child Day Care Planning Project was interested

Methodology - Continued

in gathering salary data on staff in centers involved in their project. The FCP surveys were mailed in early May of 1988 to center directors who were asked to distribute the surveys to their staff. Individuals who had already participated in the survey were requested to complete a form even if they had filled one out previously. A letter and 10 forms were sent to 63 centers. From this mailing 75 forms were returned. Of this number 13 individuals returned forms *without* salary information, a 17% refusal rate. Forms were coded to insure that only one form per person was included in the final tabulation for this report.

Finding funding sources for various phases of the project proved a challenge task. The result was an extended data collection period that covered salaries in the 1987-88 school year.[1] A total of 433 forms were returned and the returns of 216 (57%) CAEYC members and 166 (43%) non-members were analyzed for this report, a total of 382. 41% (246) of CAEYC's membership responded to the 1987-88 Salary Survey. (See Appendix F for an analysis of the returns for all four surveys.)

The survey instrument used in the 1987-88 Salary Survey was designed to facilitate the comparison of salary, benefit and working condition data with other survey efforts throughout the country. The changes in the survey instrument made comparisons between the 4 CAEYC surveys difficult. A one page (two sided) survey instrument was used. A copy of the survey is included at the end of the report. It was assumed that respondents answered questions accurately. If there were conflicting responses or other discrepancies, the data was not counted. In the case of salary information, the hourly wage listed was used. In situations where there was wide disagreement of weekly, monthly and yearly salary information, the form was rejected.

1976, 1979, 1984 Surveys

The 1976,1979, 1984 surveys were conducted during fall of each year. The survey form was stapled to the membership form and mailed to all members of the organization twice during the period August to December. A copy was also mailed to anyone requesting a membership application. Respondents were guaranteed that their forms would be handled anonymously. In 1976 CAEYC's membership was 280 and 193 individuals responded, a 69% return rate. Only 125 usable surveys are analyzed here. The survey was called a Membership Profile and as a result respondents filled out a form, even if they were not working or were unwilling to share salary information. In 1979 and 1984 the same procedures were followed. The surveys were hand tabulated and the results reported to the membership through the organization's newsletter. In 1979 CAEYC's membership was 372 and 209 individuals responded, a 56% return; 180 surveys were tabulated for this report. In 1984 CAEYC's membership was 532 and 165 surveys were returned, a 31% return; 131 forms were tabulated for this report. The 1976 and 1979 returns reflected the composite membership of CAEYC during those two years. For example, the percentage of teacher/directors and the percentage of full time and part time workers responding to the survey were the same as the percentages for the total membership of the organization. Membership data was not available for 1984 or 1988 to make these comparisons but there are indications that the 1988 sample is representative of the membership. The four surveys give information on changes within the field of early childhood education and these changes should be taken into account when making comparisons.

Analysis of Data

Data was analyzed using a Macintosh II computer and Microsoft Excel program. The range, mean, standard deviation (StDev) and quartiles were used to describe the data. Percentages were used where appropriate. (See Appendix B for definition of statistical terms). In addition, an inferential analysis was run on certain variables. (See Appendix C).

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[1]There is no uniformity in fiscal years among early childhood programs. CAEYC and NAEYC's membership year follows the public school calendar as do most part time programs. The collection of data.for all four surveys covered the traditional school year time period.

Methodology - Continued

Commentary

This report describes salaries, benefits, and working conditions of early childhood personnel in the Cleveland area. In order to conduct a representative (stratified proportionally) random sample, the cooperation of centers and individuals would be essential. The Cleveland area surveys will continue to have sampling problems as long as centers are unwilling to share information and/or are unwilling to involve their staff in a survey and as long as individuals are unwilling to share their personal financial information. The need for consistent reliable data in the early childhood field is essential to understanding and solving the growing crisis in staffing early childhood programs - the high turnover and lack of qualified applicants. The information gathered from these surveys benefits everyone, in all types of centers:non-profit, for-profit, publicly funded and parent cooperatives. In 1975-76, 28% (51) of individuals who returned surveys refused to reveal salary information. In 1988 5% (23) refused to give salary information. In general the 1988 surveys were carefully answered. Although the.1988 survey was not easy to fill out, only 16 (4%) returns were rejected because data was conflicting or missing. There were only two questions (sex and race) that a few individuals intentionally left blank. The question dealing with number of dependents was frequently left blank, or misunderstood and therefore is not included in the report.

The over all response to the survey is gratifying!! It is hoped that the CAEYC will continue to conduct surveys on a regular basis and that the sampling technique will improve. The Ohio Association for the Education of Young Children is currently exploring the feasibility of conducting a state wide survey.

1988 SURVEY

Salaries of respondents are analyzed in the following pages by position education level, length of time in the profession, length of time in present position, and type of program. Summary and Commentary sections are included. All salary information is stated in hourly wages, except as noted. Most tables of comparison show total sample first, followed by an appropriate breakdown of the data. In many instances the part time category is divided into part time in half day and part time in full day. The characteristics (number of hours worked, unpaid hours worked and number of benefits) of the two part time positions described two different positions. For this reason the data is reported separately in most instances. Charts are included where appropriate to give an additional view of the data. The following summary is an overview of who responded to the survey. See Appendix B., Glossary, for general and statistical definitions; Appendix D, Demographics 1988, for general characteristics of the 1988 survey sample; and Appendix F., the Analysis of Returns, for who responded to the four surveys.

Summary

- 382 forms were tabulated for this report; 433 forms were returned.
- 57% (216) of the respondents were CAEYC members.
- 43% (166) were non-members
- 61% (232) worked full time (35 hours or more per week);
  Average number of paid hours worked was 40 hours per week
  Average number of unpaid hours was 5.9 hours per week.
- 11% (45) worked part time in full day centers
  Average number of paid hours worked was 24 hours per week.
  Average number of unpaid hours was 4.49 hours per week.
- 27% (105) worked part time in half day centers
  Average number of paid hours worked was 17 hours per week
  Average number of unpaid hours was 4.16 hours per week.
- 66% (252) have been in the profession 9 years or less.
- 50% (192) have worked in their present job 3 years or less.
- Teachers and head teachers together represented the largest group (50%) in the survey.
- Aides and assistant teachers accounted for only 16% of the sample.
- Early childhood workers are predominantly women, although six men responded to the survey.
- Over half (57%) of respondents were under the age of forty.
- 46% (169) of respondents worked in non-profit sponsored programs.
- 13% (46) respondents worked in for-profit centers. (See Program Type in Appendix D)
- 8% (30) respondents belonged to a union.
- 24% (86) indicated that their salary provided the total income for their household.

1988 Survey - Continued

The following tables show the average salary per hour and annual salaries of full time workers.

Position

Full Time	Salary per Hour Mean	Annual Salary [2] Mean
Aide	$4.03	$8,382
Teacher	$5.80	$12,064
Director	$8.87	$18,450
Administrator	$10.71	$22,256

Education

Full Time	Salary per Hour Mean	Annual Salary Mean
Associate's Degree	$5.95	$12,376
Bachelor's Degree	$6.98	$14,518
Master's Degree[3]	$12.46	$25,916

Commentary

The average beginning salary of a public school teacher (a 9 month position) in Cuyahoga County in 1988 was $18,000 or $11.54 per hour. In contrast the average 12 month salary for a full time time early childhood staff person with a bachelor's degree was $14,518 and for 9 months the annual salary would be $10,887.

[2]Annual salaries are computed by multiplying the hourly wage times 2080 hours.
[3]Median Salary for Full Time Master's Degree is $10.94 per hours or $22,755 per year.

1988 SURVEY: Salary

Summary

The tables and charts describe the salaries in early childhood programs of the 382 respondents to the 1988 Salary Survey. The data is analyzed taking into account the diversity in positions, the number of hours worked per week, and the number of months worked per year. All annual wages listed assume that the individual works full time 40 hours per week and 12 months a year. Low paying and high paying jobs are available for all positions. Some head teachers make less per hour than aides and some head teachers make more than administrators. Individuals working part time in full day centers earn less per hour and have fewer benefits (See Benefit section).

Major Findings

- The average hourly wage of the 382 respondents is $7.06;
- 47% of the respondents earn less than $6 per hour. Yearly salaries for these individuals based on working full time (40 hours per week and 12 months per year) ranges from $6,986 to $12,459
- 58 respondents earn $10 or more an hour; more than half (31) work part time; only 27 (7% of the total sample) of full time workers earn $20,800 or more.

An inferential analysis (See Appendix C) of the data which combined Aides/Assistant Teachers, Teachers/Head Teachers, and Directors (Teacher/Directors, Directors and Administrators) supports the following conclusions:

- Workers in half-time centers earn more than workers in full-time centers.[4]
- Workers in private non-profit incorporated centers earn more than workers in non-profit sponsored centers, and workers in both types of non-profit centers earn more than workers in for-profit centers.
- Aides/assistant teachers earn less than teachers/head teachers, who in turn earn less than directors.
- Teachers/head teachers and directors (but not aides/assistant teachers) earn less in for-profit centers than in non-profit centers of both types.

Summary of Salaries for Full Time Workers by Position and Education[5]

Position	Salary per Hour Mean	Annual Salary[6] Mean
Aide	$4.03	$8,382
Teacher	$5.80	$12,064
Director	$8.87	$18,450
Administrator	$10.71	$22,256

Education	Salary per Hour	Annual Salary
Associate's Degree	$5.95	$12,376
Bachelor's Degree	$8.98	$14,518
Master's Degree	$12.46	$25,916

[4]Hourly wage was used for the statistical analysis.
[5]See tables for part time in half day and part time in full day.
[6]Annual salaries for full time are computed by multiplying the hourly wage times 2080 hours per year.

1988 SURVEY: Salary - Continued

Commentary:

Entry level positions in early childhood programs generally pay minimum wages. In some centers new staff are hired at the same rate of pay as someone who has worked in the center several years. Only a few centers have formulated a salary scale for staff based on education and experience. Salaries and benefits (generally 80% of the budget) are the major variable expenses in an early childhood program. Consequently most centers who are struggling to balance a budget pay minimum wage for aides, slightly higher for assistant teachers, and again only slightly higher for teachers. Staff members who work 3 years in the field and still earn $4.50 per hour, find themselves forced to leave (See Commentary Section, Appendix A). The implications for the future is an even higher turn over rate. ***Low salaries fuel turnover.*** Based on the experience of some directors needing to hire staff during the past year, fewer individuals with qualifications are willing to accept these low paying positions, especially if these positions offer no hope of salary increases. Centers are even finding fewer unqualified applicants applying for positions. Higher paying jobs requiring minimal skills are available. The Area Wage Survey, conducted by the U.S. Department of Labor, Bureau of Labor Statistics (Bulletin 3040-40) in the Cleveland Area in September of 1987, showed that male janitors, porters and cleaners made a mean hourly wage of $7.48 and female workers made $5.14. 133 (35%) respondents to the 1987-88 Salary Survey earned less than $5.14 per hour. Another comparison that speaks to the low salaries is the one to food stamp eligibility. Almost 50% of the individuals who replied to the survey would be eligible for food stamps if their earnings were the sole support of a family of 4.[7]

The low salaries are also discouraging students from entering the field, even at the associate's degree level. Although enrollment is at the same level as 10 years ago in some area junior colleges, enrollment has not increased as one might expect considering the expansion of programs. The elementary school teacher who worked in early childhood programs 10 years ago has not been replaced by a person with a degree in early childhood education (birth to 8) or child development. Instead there is an increase in the number of individual without any degree. The cost of constantly training new staff members who lack qualifications is a hidden cost, and one that does not appear in a budget. Continually hiring untrained staff effects the quality of the program. Young children in child care programs need consistent, well trained, experienced care givers.

Hourly Wage

Type ofPosition	No.	% of Sample	Range Low	Range High	Mean	Std Dev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
Full Time	232	61%	$3.35	$25.40	$6.74	$3.58	$4.54	$5.50	$7.44
Part Time in Full Day	45	12%	$3.35	$23.80	$6.20	$3.62	$4.25	$5.17	$6.29
Part Time in Half Day	105	27%	$3.35	$19.40	$8.14	$3.07	$6.00	$7.50	$9.91
Total Sample	382		$3.35	$25.40	$7.06	$3.51	$4.76	$6.00	$4.76

The average hourly wage of the 382 respondents is $7.06 (Standard Deviation 3.51), the median salary (2nd quartile) is $6.00 per hour.

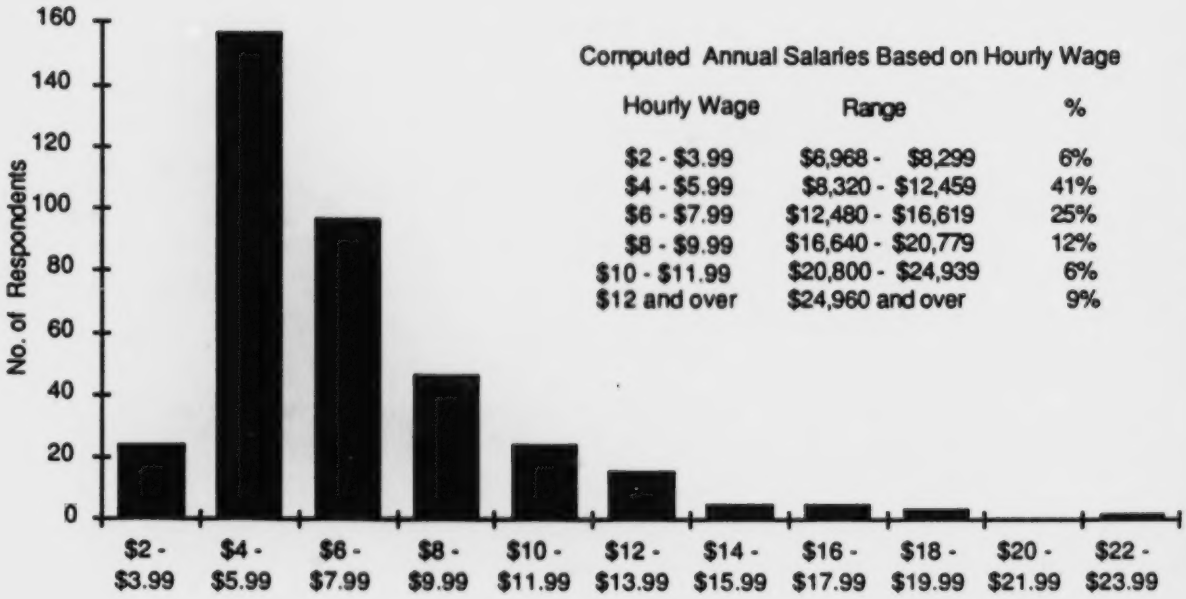
[7]The following table show food stamp eligibility by hourly wage and annual salary.

Size of Family	Food Stamp Eligibility
Family of 2	$4.62 per hour or $9,624 annually
Family of 3	$5.82 per hour or $12,096 annually
Family of 4	$7.00 per hour or $14,568 annually

1988 Salary: Continued

Distribution of Hourly Wages

N = 382



Computed Annual Salaries Based on Hourly Wage

Hourly Wage	Range	%
$2 - $3.99	$6,968 - $8,299	6%
$4 - $5.99	$8,320 - $12,459	41%
$6 - $7.99	$12,480 - $16,619	25%
$8 - $9.99	$16,640 - $20,779	12%
$10 - $11.99	$20,800 - $24,939	6%
$12 and over	$24,960 and over	9%

1988 Survey: Position[8]

Summary

Salaries for aides and assistant teachers is the same whether a person works in a non-profit center or a public school. In all other position categories there are both low and very high wages. An inferential analysis (See Appendix C) of the data which combined Aides/Assistant Teachers, Teachers/Head Teachers, and Directors (Teacher/Directors, Directors and Administrators) supports the following conclusions:

- Workers in half-time centers earn more than workers in full-time centers.[9]
- Workers in private non-profit incorporated centers earn more than workers in non-profit sponsored centers, and workers in both types of non-profit centers earn more than workers in for-profit centers.
- Aides/assistant teachers earn less than teachers/head teachers, who in turn earn less than directors.
- Teachers/head teachers and directors (but not aides/assistant teachers) earn less in for-profit centers than in non-profit centers of both types.

Comparison of Position and Hourly Wage

Summary of Total Sample

Position	No.	% of Sample	Range Low	Range High	Mean	Std Dev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
Cook	8	2%	$4.57	$6.50	$5.72	$0.69	$5.31	$5.62	$6.42
Bookkeeper	2	1%	$4.77	$4.77	$4.77				
Aide	21	5%	$3.35	$5.00	$4.03	$0.53	$3.47	$4.00	$4.37
Assistant Teacher	40	10%	$3.50	$7.50	$4.84	$0.93	$4.25	$4.74	$5.25
Teacher	131	34%	$3.35	$24.72	$6.68	$3.46	$4.72	$5.52	$7.14
Head Teacher	61	16%	$3.46	$23.80	$6.72	$3.13	$5.00	$5.99	$7.57
Teacher/Director	51	13%	$4.22	$14.83	$7.88	$2.43	$6.34	$7.25	$9.30
Director	34	9%	$4.35	$15.90	$9.13	$2.68	$6.61	$8.66	$11.31
Administrator	15	4%	$6.18	$25.40	$11.78	$6.06	$7.00	$8.91	$16.71
Other	19	5%	$5.00	$22.00	$10.03	$4.45	$7.25	$8.79	$11.99
Total	382	100%							

[8]The diversity in early childhood positions makes comparison of salaries difficult. The problems the field has with nomenclature adds to the confusion and has contributed to the lack of data about salaries. In the survey conducted by CAEYC the traditional terminology of aide, assistant teacher, teacher, head teacher, teacher/director, director and administrator was used. NAEYC's nomenclature with brief definitions is noted throughout the report.

[9]Hourly wage was used for the statistical analysis.

Position - Continued

Summary by Position

Position	No.	% of Sample	Range Low	Range High	Mean	Std Dev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
Cook									
Full Time	5		$4.57	$6.50	$5.88	$0.84		$6.38	
Part Time in Full Day	3		$5.17	$5.76	$5.46	$0.30			
Total Sample	8		$4.57	$6.50	$5.72	$0.69	$5.31	$5.62	$6.42
Bookkeeper									
Full Time	2		$4.77	$4.77	$4.77				
Total Sample	2		$4.77	$4.77	$4.77				
Aide									
Full Time	9		$3.35	$4.75	$4.03	$0.59	$3.35	$4.00	$4.63
Part Time in Full Day	9		$3.35	$4.41	$3.88	$0.43	$3.47	$4.00	$4.29
Part Time in Half Day	3		$4.00	$5.00	$4.50	$0.50		$4.50	
Total Sample	21		$3.35	$5.00	$4.03	$0.53	$3.46	$4.00	$4.46
Assistant Teacher									
Full Time	25		$3.50	$6.33	$4.65	$0.76	$4.01	$4.58	$5.24
Part Time in Full Day	7		$3.75	$7.17	$5.27	$1.07		$5.00	
Part Time in Half Day	8		$3.55	$7.50	$5.06	$1.22	$4.38	$4.79	$5.54
Total Sample	40		$3.50	$7.50	$4.84	$0.93	$4.25	$4.70	$5.25
Teacher									
Full Time	73		$3.35	$24.72	$5.80	$3.28	$4.38	$5.10	$5.86
Part Time in Full Day	18		$3.86	$10.00	$6.00	$1.67	$4.76	$5.83	$6.75
Part Time in Half Day	40		$4.35	$19.40	$8.60	$3.66	$6.27	$7.92	$9.64
Total Sample	131		$3.35	$24.72	$6.68	$3.46	$4.68	$5.52	$7.28
Head Teacher									
Full Time	44		$3.46	$13.28	$6.10	$2.13	$4.75	$5.45	$6.75
Part Time in Full Day	2		$6.43	$23.80					
Part Time in Half Day	15		$3.60	$11.24	$7.44	$2.31	$5.91	$7.58	$9.15
Total Sample	61		$3.46	$23.80	$6.72	$3.13	$5.02	$5.99	$7.57

Position - Continued

Position	No.	Range Low	Range High	Mean	Std Dev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
Teacher/Director								
Full Time	21	$4.22	$14.83	$7.11	$2.38	$5.55	$6.98	$7.90
Part Time in Half Day	30	$4.80	$13.16	$8.42	$2.35	$6.63	$8.00	$9.82
Total Sample	51	$4.22	$14.83	$7.88	$2.43	$6.43	$7.25	$9.00
Director[10]								
Full Time	27	$4.35	$15.90	$8.87	$2.62	$6.51	$8.66	$9.98
Part Time in Full Day	1	$6.15	$6.15	$6.15			$6.15	
Part Time in Half Day	6	$7.04	$13.24	$10.66	$2.30		$11.31	
Total Sample	34	$4.35	$15.90	$9.11	$2.64	$6.89	$8.66	$11.03
Administrator								
Full Time	13	$5.00	$25.40	$10.71	$4.83	$7.60	$8.79	$13.34
Part Time in Full Day	2	$7.00	$16.57					
Total Sample	15	$6.18	$25.40	$11.78	$6.06	$7.00	$8.91	$16.71
Other								
Full Time	13	$5.00	$22.00	$10.54	$4.70	$7.76	$8.74	$11.99
Part Time in Full Day	4	$5.00	$12.80	$8.60	$4.20			
Part Time in Half Day	2	$7.00	$10.00					
Total Sample	19	$5.00	$22.00	$10.00	$4.40	$7.25	$8.79	$11.99

[10]Full time directors work **40 plus** hours per week. The average number of unpaid hours was 9 (mean), however nine directors left unpaid hours blank or else answered "too many to count".

1988 Survey: Education

Summary

The higher the education level an individual attains the greater the chance the person will command a higher salary. However, the tables show that there are low paying positions at every education level. The following tables and charts compare highest education level achieved and hourly wage.

Major Findings:

- 75% of respondents had 2 years or more of college.
- 60% have an associate's degree or above.
- 37% have a bachelor's degree or above.
- 40% (152) of respondents had no degree; average hourly wage was $5.27; 50% earned $4.72 or less
- 22% (84) had an associate's degree; average hourly wage was $6.29
- 37% (143) had a bachelor's degree or higher; average hourly wage was $7.70

Using the formula: hourly wage times 2080 hours (the number of hours in a 40 hour a week, 12 month position), the median annual salaries for Full Time positions are:

Median Salaries of Full Time Respondents

Education Level	Annual Salary
High School Graduate	$8,840
1 Year of Less of College	$9,360
2 Years of College	$10,962
3 to 4 years of College (no degree)	$11,440
Associate's Degree	$11,752
Bachelor's Degree	$13,104
Some Graduate Work	$19,386
Master's Degree	$22,755

Salaries for part time positions are more varied as each job has its own characteristics. For more information on annual salaries for part time positions see the Profile Section.

Commentary

According to the U.S. Census Bureau Statistics child care workers earn significantly less than the average worker despite having more education. 75% of respondents had 2 years or more of college, 60% have an associate's degree or above and 37% have a bachelor's degree or above. According to the U.S. Department of Labor, Bureau of Labor Statistics' Area Wage Survey for Cleveland, Ohio Metropolitan Area in September of 1987 male janitors[11] earned $7.48 per hour (mean hourly wage) and women janitors earned $5.14 per hour. Men working as guards earned $4.60 and women guards[12] $5.07. In the 1988 salary survey 40% of full time respondents and 47% of part time in full day centers earned less than $5.14 per hour.

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[11] "A janitor cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office,....", from the job description in the Area Wage Survey, Cleveland Ohio, Metropolitan Area, September 1987, Bulletin 3040-40, p. 44.

[12] A guard "Projects property from theft or damage, or persons from hazards or interference. Duties involve serving at a fixed post, making rounds on foot or by motor vehicle, or escorting persons or property," from the Area Wage Survey, p. 44.

Education - Continued

Comparison of Education Level and Hourly Wage

Summary Total Sample

N = 382

Position	No.	% of Sample	Range Low	Range High	Mean	Std Dev	Quartiles[13] 1st	2nd	3rd
Less than High School	1	0.3%	$4.57	$4.57					
High School Graduate	47	12%	$3.35	$8.28	$4.63	$1.08	$4.00	$4.32	$5.08
1 Year or Less of College	49	13%	$3.35	$16.30	$4.98	$1.87	$4.05	$4.85	$5.26
2 Years of College	34	9%	$3.50	$8.85	$5.56	$1.33	$4.50	$5.37	$6.46
3 to 4 Years of College	21	6%	$3.60	$12.50	$6.97	$2.78	$4.84	$6.04	$8.65
Associate's Degree	84	22%	$3.50	$13.16	$6.29	$1.86	$5.05	$6.00	$7.00
Bachelor's Degree	59	15%	$4.15	$13:24	$7.70	$2.34	$5.96	$7.38	$8.88
Some Graduate Work	42	11%	$4.45	$23.80	$9.51	$4.21	$6.45	$8.47	$11.69
Master's Degree	41	11%	$4.80	$24.72	$11.51	$4.86	$8.13	$9.92	$14.44
Doctor's Degree	1	0.3%			$25.40				
Other	3	0.8%	$4.75	$7.04	5.65			$5.17	
Total	382	100%							

Summary Full Time

N = 232

Education Level	No.	% of Sample	Range Low	Range High	Mean	Std Dev	Quartiles 1st	2nd	3rd
Less than High School	1	<1%							
High School Graduate	29	13%	$3.35	$6.04	$4.39	$0.69	$4.00	$4.25	$4.48
1 Year or Less of College	35	15%	$3.35	$7.00	$4.67	$0.92	$4.00	$4.50	$5.02
2 Years of College	22	9%	$3.75	$6.94	$5.28	$1.03	$4.47	$5.27	$6.05
3 to 4 Years of College	13	6%	$3.60	$12.50	$6.60	$2.53	$5.00	$5.50	$8.25
Associate's Degree	54	23%	$3.50	$11.68	$5.95	$1.48	$5.00	$5.65	$6.50
Bachelor's Degree	33	14%	$4.15	$13.00	$6.98	$1.87	$5.68	$6.30	$8.26
Some Graduate Work	12	5%	$4.45	$14.83	$9.32	$3.35	$6.46	$9.32	$12.00
Master's Degree	29	13%	$6.00	$24.72	$12.46	$4.96	$8.43	$10.94	$15.20
Doctor's Degree	1	<1%			$25.40				
Other	3	1%	$4.75	$7.04	$5.65	$1.22		$5.17	
Total	232	100%							

[13]Note. The chart showing Education Level and Hourly Wage by Quartiles describes the following:
1st Quartile - the education level where 25% earn less.
2nd Quartile - the education level where 50% earn less and 50% earn more.
3rd Quartile - the education level where 75% earn less and 25% ear n more.

Education - Continued

Comparison of Education Level and Hourly Wage

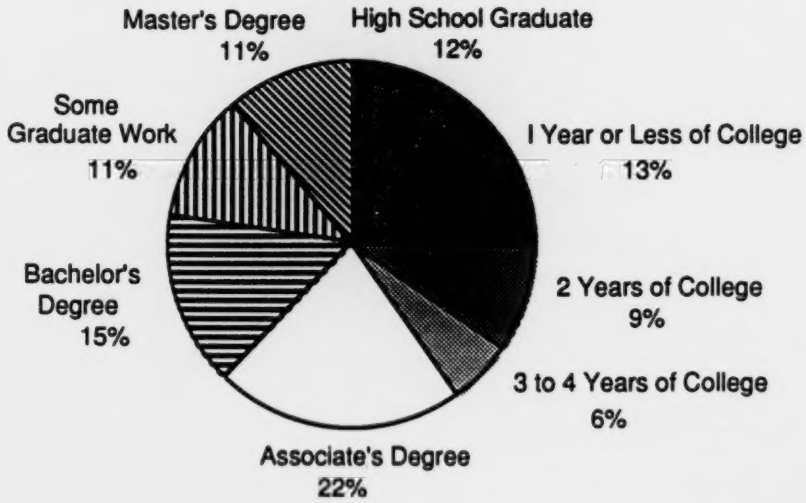
Summary Part Time

N = 150

Education Level	No.	% of Sample	Range Low	Range High	Mean	Std Dev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
Less than High School	0								
High School Graduate	18	12%	$3.35	$8.28	$5.01	$1.45	$4.14	$4.75	$5.21
1 Year or Less of College	14	9%	$3.86	$16.30	$5.75	$3.14	$4.46	$5.00	$5.37
2 Years of College	12	8%	$3.50	$8.85	$6.07	$1.69	$4.64	$6.19	$7.25
3 to 4 Years of College	8	5%	$4.00	$12.33	$7.59	$3.22	$4.34	$7.96	$9.90
Associate's Degree	30	20%	$3.55	$13.16	$6.89	$2.32	$5.89	$6.47	$7.39
Bachelor's Degree	26	17%	$4.68	$13.24	$8.63	$2.58	$6.41	$8.61	$10.00
Some Graduate Work	30	20%	$5.00	$23.80	$9.58	$4.56	$6.48	$7.92	$10.74
Master's Degree	12	8%	$4.80	$14.92	$9.20	$2.97	$7.59	$9.05	$10.99
Doctor's Degree	0								
Other	0								
Total	150	100%							

Education Level[14]

Total Sample = N = 382



[14]Less than high school, other and doctorate account for 1.4% and were not included in the pie chart.

1988 Survey: Length of Time in the Profession

Summary

The survey did not ask questions about job satisfaction, or whether a respondent was looking for a new position in or out of the field of early childhood education. The fact that 50% of the respondents had worked in their present position 3 years or less seems to indicate that individuals who are staying in the profession are changing positions. The salary survey did not reach individuals who have worked less than one year in the field or else they chose not to respond. The comment section reveals the plight of several child care staff members. (See Appendix A).

Major Findings

- 66% of respondents have been in the profession less than 10 years; 64% of full time workers and 69% of part time
- 25%of respondents have been in the profession three years or less; 22% of full time and 29% of part time.
- Individuals are working in low paying position no matter how long they have worked in the field. One respondent with over fifteen years in the profession earns $3.75 per hour.
- Part time positions pay more per hour in many instances but part time employees have fewer benefits and work a higher percentage of unpaid hours to meet their job responsibilities.
- Workers who have been in the profession 14 years or less:
  25% (1st quartile) earn $5.08 per hour or less.
  50% (2nd quartile) earn $6.05 per hour or less.
  75% (3rd quartile) earn $8.09 per hour or less.

Length of Time in the Profession

Summary of Total Sample

Years	No.	% of Sample	Range Low	Range High	Mean	Stdev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
Less than 1 Year	16	4%	$3.35	$8.25	$4.78	$1.24	$3.88	$4.41	$5.38
1 to 3 Years	79	21%	$3.35	$17.89	$5.72	$2.43	$4.27	$5.00	$6.17
4 to 6 Years	70	18%	$3.35	$14.83	$6.17	$2.27	$4.50	$5.76	$6.98
7 to 9 Years	87	23%	$3.50	$16.84	$6.94	$2.67	$4.87	$6.44	$8.16
10 to 14 Years	60	16%	$3.46	$23.80	$7.35	$3.54	$5.08	$6.05	$8.09
15 to 19 Years	36	9%	$3.75	$24.72	$9.43	$4.90	$6.07	$8.68	$10.00
20 to 24 Years	21	6%	$5.05	$19.40	$10.23	$4.50	$6.85	$8.28	$12.87
25 to 29 Years	10	3%	$4.35	$25.40	$11.60	$6.04	$6.78	$10.97	$14.65
Over 30 Years	2	<1%	$3.48	$9.86					
Total	381	100%							

Length of Time in the Profession - Continued

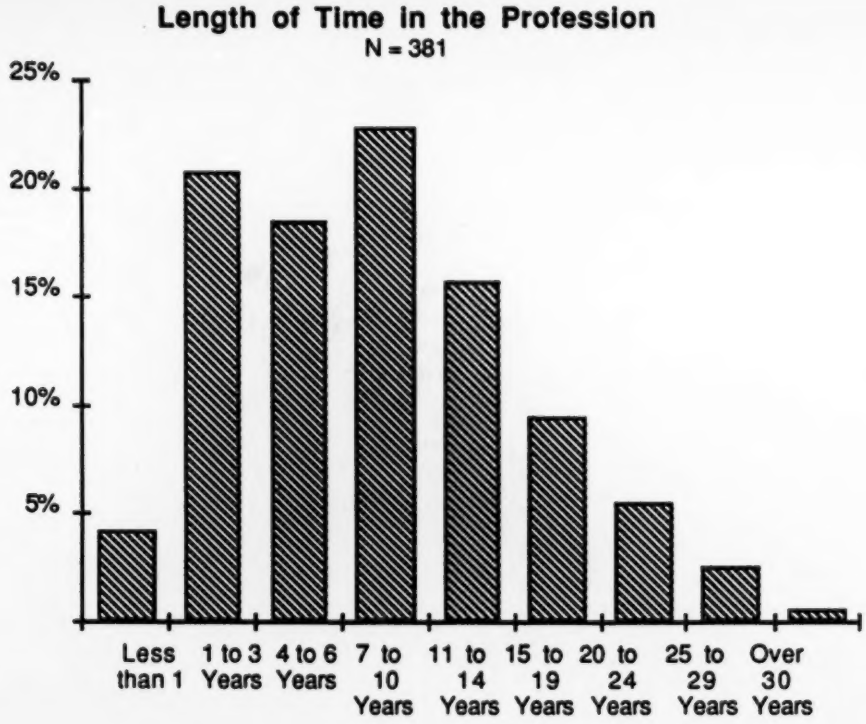
Summary of Full Time

Years	No.	% of Sample	Range Low	Range High	Mean	Stdev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
Less than 1 Year	11	5%	$3.35	$6.16	$4.68	$0.87	$4.08	$4.57	$5.38
1 to 3 Years	40	17%	$3.35	$12.57	$5.12	$1.61	$4.29	$4.88	$5.47
4 to 6 Years	41	18%	$3.35	$14.83	$5.75	$2.40	$4.25	$5.25	$6.39
7 to 9 Years	55	24%	$3.50	$16.84	$6.56	$2.58	$4.59	$6.24	$7.79
10 to 14 Years	39	17%	$3.46	$14.37	$6.72	$2.58	$5.02	$6.00	$8.09
15 to 19 Years	28	12%	$3.75	$24.72	$9.35	$5.53	$5.71	$7.40	$9.76
20 to 24 Years	13	6%	$5.05	$18.99	$9.68	$4.93	$5.82	$7.00	$14.20
25 to 29 Years	4	2%	$4.35	$25.40	$12.93	$8.92		$10.98	
Over 30 Years	1	<1%	$9.86	$9.86					
Total	232	100%							

Summary of Part Time

Years	No.	% of Sample	Range Low	Range High	Mean	Stdev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
Less than 1 Year	5	3%	$3.50	$8.25	$5.00	$1.94			
1 to 3 Years	39	26%	$3.35	$17.89	$6.32	$2.96	$4.16	$5.28	$7.75
4 to 6 Years	29	19%	$4.41	$12.00	$6.76	$1.97	$5.12	$6.47	$7.42
7 to 9 Years	32	21%	$4.30	$14.92	$7.58	$2.74	$5.40	$6.95	$8.70
10 to 14 Years	21	14%	$4.00	$23.80	$8.51	$4.70	$5.47	$7.00	$9.98
15 to 19 Years	8	5%	$7.28	$11.59	$9.71	$1.47	$8.77	$10.00	$10.62
20 to 24 Years	8	5%	$8.00	$19.40	$11.12	$3.84	$8.14	$10.29	$12.36
25 to 29 Years	6	4%	$6.51	$16.30	$10.72	$3.94		$10.73	
Over 30 Years	1	<1%	$3.48	$3.48					
Total	149	100%							

Length of Time in the Profession - Continued



Length of Time in the Profession

	Full Time %	Part Time %
Less than 1 Year	5%	3%
1 to 3 Years	17%	26%
4 to 6 Years	18%	19%
7 to 9 Years	24%	21%
10 to 14 Years	17%	14%
15 to 19 Years	12%	5%
20 to 24 Years	6%	5%
25 to 29 Years	2%	4%
Over 30 Years	<1%	0%
Total	100%	100%

Length of Time in Present Position

	Full Time %	Part Time %
Less than 1 Year	18%	11%
1 to 3 Years	33%	38%
4 to 6 Years	17%	17%
7 to 10 Years	18%	17%
11 to 15 Years	8%	9%
Over 15 Years	6%	7%
Total	100%	100%

1988 Survey: Length of Time In Present Position

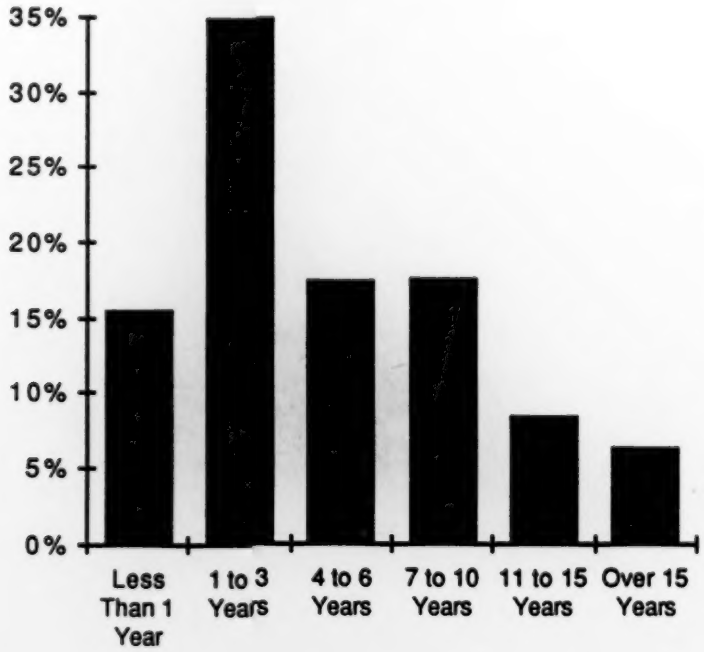
Summary

Major Findings

- 50% of the respondents have worked in their present job 3 years or less.
- The difference between the average hourly wage for someone working 1 to 3 years on the job and the average for someone working 11 to 15 years is $1.77 per hour.

Length of Time In Present Position

N = 381



Length of Time In Present Position: Continued

Summary of Total Sample

Years	No.	% of Total Sample	Range Low	Range High	Mean	Stdev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
Less than 1 Year	59	15%	$3.35	$23.80	$6.25	$6.62	$4.20	$5.00	$6.20
1 to 3 Years	133	35%	$3.35	$17.00	$6.31	$2.64	$4.50	$5.30	$7.39
4 to 6 Years	66	17%	$3.50	$15.90	$7.00	$2.77	$5.02	$6.43	$7.65
7 to 10 Years	67	18%	$3.46	$19.40	$7.46	$3.54	$5.23	$6.42	$8.20
11 to 15 Years	32	8%	$4.77	$22.00	$8.08	$3.85	$5.38	$6.55	$9.80
Over 15 Years	24	6%	$5.05	$25.40	$10.80	$5.65	$7.01	$8.97	$12.74
Total	381	100%							

Summary of Full Time

Years	No.	% of Total Sample	Range Low	Range High	Mean	Stdev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
Less than 1 Year	42	18%	$3.35	$14.83	$5.44	$2.30	$4.13	$4.66	$6.00
1 to 3 Years	76	33%	$3.50	$17.00	$6.13	$2.63	$4.44	$5.25	$6.94
4 to 6 Years	40	17%	$3.50	$15.90	$6.91	$2.92	$4.73	$6.05	$8.18
7 to 10 Years	42	18%	$3.46	$19.14	$7.26	$3.67	$5.01	$6.27	$4.25
11 to 15 Years	19	8%	$4.77	$22.00	$7.59	$4.19	$5.34	$5.81	$8.15
Over 15 Years	13	6%	$5.05	$25.40	$11.15	$7.36	$5.82	$7.82	$16.12
Total	232	100%							

Summary of Part Time

Years	No.	% of Total Sample	Range Low	Range High	Mean	Stdev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
Less than 1 Year	17	11%	$3.50	$23.80	$8.26	$5.29	$4.75	$6.99	$8.90
1 to 3 Years	57	38%	$3.35	$14.92	$6.56	$2.66	$4.51	$6.00	$8.00
4 to 6 Years	26	17%	$4.35	$13.24	$7.14	$2.57	$5.35	$6.45	$7.55
7 to 10 Years	25	17%	$4.00	$19.40	$7.79	$3.37	$5.54	$6.90	$9.07
11 to 15 Years	13	9%	$5.08	$16.57	$8.78	$3.32	$6.14	$7.93	$10.62
Over 15 Years	11	7%	$7.04	$16.30	$10.38	$2.86	$8.14	$9.46	$12.29
Total	149	100%							

1988 Survey: Type of Program

Major Findings

The inferential analysis supported the following statements about the relationship of hourly wage and program type.

- Workers in part time centers earn a higher hourly wage than workers in full-time centers.[15]
- Workers in private non-profit incorporated centers earn more than workers in non-profit sponsored centers.
- Workers in both types of non-profit centers earn more than workers in for-profit centers.

Salary by Type of Program

Type of Program	No.[16]	% of Total Sample	Range Low	Range High	Mean	St Dev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
Cooperative									
Part Time	23	6%	$5.24	$16.30	$8.80	$2.84	$6.50	$7.96	$11.42
Employer Supported									
Full Time	6	2%	$4.50	$13.28	$6.79	$3.25		$5.77	
Part Time	1	<1%			$6.47				
Total	7	2%	$4.50	$13.28	$6.75	$2.97		$5.99	
Private For-Profit									
Full Time	28	8%	$3.50	$9.00	$5.38	$1.58	$4.11	$4.85	$6.78
Part Time	18	5%	$3.50	$11.84	$5.99	$2.63	$4.24	$5.00	$6.65
Total	46	13%	$3.50	$11.80	$5.62	$2.05	$4.21	$5.00	$6.59
Private Non-Profit Incorporated									
Full Time	32	9%	$3.50	$16.84	$6.98	$3.60	$4.50	$5.45	$8.26
Part Time	22	6%	$3.48	$23.80	$7.57	$4.32	$5.00	$7.00	$8.47
Total	54	15%	$3.48	$23.80	$7.23	$3.88	$4.75	$7.60	$8.35

[15]Hourly wage was used for the statistical analysis.

[16]Twenty -one respondents left this question blank. Totals are greater than the sample number.because of multiple answers.

Salary and Type of Program - Continued

Type of Program	No.	% of Total Sample	Range Low	Range High	Mean	St Dev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
Private Non-Profit Sponsored									
Full Time	109	30%	$3.35	$19.14	$6.77	$3.00	$4.98	$6.46	$7.56
Part Time	60	16%	$3.35	$16.67	$7.37	$2.89	$5.00	$7.00	$8.77
Total	169	46%	$3.35	$19.14	$6.98	$2.96	$4.95	$6.50	$8.22
Public School									
Full Time	16	4%	$3.60	$25.40	$12.79	$7.35	$5.85	$10.98	$18.29
Part Time	12	3%	$4.00	$19.40	$9.20	$5.34	$5.36	$7.80	$12.46
Total	28	8%	$3.60	$25.40	$11.08	$6.67	$5.71	$9.40	$15.88
Without a degree	12	3%	$3.60	$9.95	$6.06	$1.96	$4.63	$5.73	$7.08
With a degree	16	4%	$5.00	$25.40	$14.84	$6.47	$9.98	$14.87	$19.56
Other Public									
Full Time	57	16%	$3.35	$12.31	$6.07	$1.93	$4.76	$5.40	$6.97
Part Time	7	2%	$3.35	$6.99	$5.40	$1.16		$5.28	
Total	64	18%	3.35	12.31	5.99	1.86	4.77	5.37	6.97

Commentary

The major types of programs are cooperative, for-profit, non-profit incorporated, non-profit sponsored, public school, and other public. Programs fall into 3 basic types - for-profit 13%, non-profit 62%, and publicly funded 25%. Data is not available on the percentage of types of centers in Cuyahoga County. It is estimated that for-profit centers account for approximately 50% of full day licensed centers. Currently the Regulatory Unitof the Department of Human Services does not keep records on the profit or non-profit status of an early childhood program. For-profit centers are under represented in the sample. Researchers in other parts of the country have encountered the same problem with their sample.

1988 SURVEY

Profiles of:

Aides (Early Childhood Teacher Assistants)
Assistant Teachers (Early Childhood Associate Teachers)
Teachers (Early Childhood Teachers)
Head Teachers (Early Childhood Teachers)
Teacher/Directors (Early Childhood Specialists)
Directors (Early Childhood Specialists)
Administrators (Early Childhood Specialists)
CDAs
Heads of Household

Summary

The profile section brings together the data from all the tables in the report for each of the positions in early childhood programs based on terminology commonly used in the Cleveland area. Profiles of individuals who have a CDA credential and who are heads of household are also included. The profile gives information on salary, length of time in the profession and in their present position, benefits, type of position, and age. Information is further grouped by full time, part time in full day centers or part time in half day centers. The terms lead teacher and head teacher are considered synonymous for this report. For more detailed information on salaries, education level, length of time in the profession, length of time in present position, and/or benefits, consult the tables in the appropriate section of this report.

Using NAEYC's recommendations for nomenclature, aides are Level 1, assistant teachers are Level 2; teachers and head teachers are Level 3; and teacher/directors, directors, and administrators are Level 4. Applying the nomenclature to traditional titles, however, is inaccurate. Using NAEYC's definitions some teachers would qualify for Early Childhood Specialists and some assistant teachers would be considered Early Childhood Teacher Assistants. Each profile includes information on how many in the sample meet the NAEYC's education requirement for that level.

Level 1 Early Childhood Teacher Assistant

- All aides who responded meet the entry level educational requirement of a high school diploma.

Level 2 Early Childhood Associate Teachers

- 23% of assistant teachers who responded meet the education requirement.

Level 3 Early Childhood Teacher

- 24% of full time teachers, 28% of part time in full day, and 51% of part time in half day meet the education requirement of a 4 year or advanced degree. Most individuals have earned their degree in elementary education.
- 33% of head teachers meet the education requirement of a 4 year degree or better.

Level 4 Early Childhood Specialist

- 29% of full time and 70% of part time in half day meet the education requirement.
- 74% of full time and 71% of part time directors meet the education requirement.
- 73% of administrators meet the education requirement.

Aides
(Early Childhood Teacher Assistants)

NAEYC Level 1 Early Childhood Teacher Assistant: "Pre-professional who implements program activities under direct supervision. This level requires basic and minimal personal qualities which include a potential for and willingness to improve one's skills in working with young children, mental and physical health, a genuine liking of children, ability to get along with other adults, and general dependability. The basic educational requirement for entry at this level is a high school diploma or equivalent."[1] All aides who responded meet the entry level educational requirement of a high school diploma.

Full Time

Salary:

No. of Respondents	Range Low	Range High	Mean	Stdev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
9	$3.35	$4.75	$4.03	$0.59	$3.35	$4.00	$4.63

The average annual salary for an aide working full time is $8,026, the median is $7,967.

The lowest hourly wage,$3.35 per hour, is earned by an aide who works 40 hours per week, 12 months a year in a publicly funded center. This aide who has a high school diploma has worked 4 to 6 years in the field and less than 1 year in present position.

The highest hourly wage, $4.75 per hour, is paid an aide who works 37.5 hours per week (0 unpaid hours), 12 months a year in a public school. This aide has an associate's degree, has worked 1 to 3 years in the field and less than 1 year in the present position.

Job Description: Average number of hours worked per week is 38.33. Only 2 aides indicated working unpaid hours. All work 12 months a year.

Education Level: 5 aides have high school diplomas, 2 have 1 to 2 years of college, 1 has an associate's degree .

Length of Time in the Profession: 1 aide has worked less than 1 year, 7 have worked 1 to 3 years, 1 has worked 4 to 6 years.

Length of Time in Present Position: 5 aides have worked less than 1 year, and 4 have worked 1 to 3 years.

Benefits: Average number of benefits for an aide is 5.88 per person out of a total of 18 possible benefits.

Part Time in Full Day

Salary:

No. of Respondents	Range Low	Range High	Mean	Stdev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
9	$3.35	$4.41	$3.88	$0.43	$3.47	$4.00	$4.29

The average annual salary for an part time aide is $5,086.

[1]Definition from NAEYC Position Statement on Nomenclature, Salaries, Benefits, and the Status of the Early Childhood Profession, National Association for the Education of Young Children, 1984.

Aides: Part Time in Full Day- Continued

The lowest hourly wage, $3.35, is paid an aide with a high school diploma who works 20 hours per week, 12 months a year in a non-profit sponsored program that receives public funding and who has worked less than 3 years in the profession and in the present position.

The highest hourly wage, $4.41, is paid an aide with less than 1 year of college who works 26.75 hours per week, 9 months a year in a for-profit center and who has been in the field and in the present position 4 to 6 years.

Job Description: Average number of hours worked per week is 25.23, the number of unpaid hours is 0. 1 individual works 9 months the rest work 12 months.

Education Level: 6 (67%) aides have high school diplomas, 3 (33%) have 2 years or less of college (no degree).

Length of Time in the Profession: 1 aide has worked less than a year, 5 have worked 1 to 3 years, 1 has worked 4 to 6 years, 1 has worked 7 to 9 years. The aide who as worked over 30 years has been in current position 1-3 years and earns $3.38 per hour.

Length of Time in Present Position: 1 aide has worked less than 1 year, 6 have worked 1 to 3 years, 1 has worked 4 to 6 years, 1 has worked 7 to 9 years.

Benefits: Average number of benefits for a part time aide in a full day program is 5.56 per person out of a total of 18 possible benefits listed on the survey form.

Part Time in Half Day

Salary:

No. of Respondents	Range Low	Range High	Mean	Stdev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
3	$4.00	$5.00	$4.50				

The part time aide, earning $4.50 an hour, makes $1,608 per year in a 7 1/2 hour per week position, 11 months a year in a public school. This aide has a high school diploma and has worked in the field 4 to 6 years and has less than a year in the present position.

Job Description: 1 aide worked 30 hours, the other 2 7.5 and 9 hours.

Education Level: 1 aide is a high school graduate, 1 has a less than 1 year of college and 1 is a college graduate (earns $5.00 per hour).

Length of Time in the Profession: 2 aides have worked 1 to 3 years, 1 has worked 4 to 6 years.

Length of Time in Present Position: 1 aide has worked less than 1 year, 2 have worked 1 to 3 years.

Benefits: 1 aide has none, the other 2 have only 3 benefits between them - Social Security , 2 weeks vacation, and professional dues.

Total Sample

Salary: Average hourly wage was $4.16 in for-profit centers and $3.69 in non-profit centers.

Aides Total Sample - Continued

Type of Program N = 21	No. of Respondents[1]	%
Private For-Profit	7	33%
Non-Profit Incorporated	2	10%
Non-Profit Sponsored	7	33%
Public School	2	10%
Other Public	2	10%
Montessori	1	5%

Age N = 20	No. of Respondents	%
Under 20 Years	1	5%
20 to 29 Years	7	35%
30 to 39 Years	5	25%
40 to 49 Years	4	20%
50 to 59 Years	2	10%
Over 60 Years	1	5%

Education Level: 12 (57%) aides are high school graduates, 5 (24%) have 2 years or less college, 1 has an associate's degree and 1 has a bachelor's degree, 1 is an RN

Length of Time in Present Position: 6 (29%) aides have been less than a year, 14 (67)% have been 3 years or less, 2 have been longer than 3 years.

Benefits of Full Time and Full Time in Full Day (No. of Respondents = 18): 1 aide has fully paid health coverage, 6 have partial paid health coverage. 12 (60%) aides have some sick days (I blank). Those having the most benefits work full time in non-profit centers and those with the least work in for-profit centers.

Summary

Aides as a group are the lowest paid workers in early childhood programs. The percentage of workers in aide positions is unknown. it is estimated 50% of classroom staff in full day centers are aides and assistant teachers.

Commentary

The low number of aides responding to the survey is not surprising. Aides as a rule do not join a professional organization. Also it is doubtful that many aides even received the survey. If more aides had responded the over all hourly wage would have been lower, however the salary data for aides, the range, mean and median,would probably not change significantly.

[1]Multiple responses, total greater than 21.

Assistant Teachers
(Early Childhood Associate Teachers)

NAEYC Level 2 Early Childhood Associate Teacher: "Professionals who independently implement program activities and who may be responsible for the care and education of a group of children. The individual must be able to demonstrate competency in 6 basic areas as defined by the National Child Development Associate Credential. The educational requirement is a CDA or an Associate's degree .[1] " 23% (9 out of 40) of assistant teachers who responded meet the education requirement for an Early Childhood Associate Teacher.

Full Time

Salary:

No of Respondents	Range Low	Range High	Mean	Stdev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
25	$3.50	$6.33	$4.65	$0.76	$4.01	$4.58	$5.24

The average annual salary for an assistant teacher is $9,093 and the median salary is $8,956.

The lowest hourly wage of $3.50,or $7,280 annually, is paid an assistant teacher with 1 year of college who works in a 40 hour a week, 12 month job in a publicly funded program. She has worked in the field 7 to 10 years and has been in the present position 4 to 6 years.

The highest hourly wage of $6.33, or $13,166 annually, is paid an assistant teacher who works in a 40 hour, 12 month position in a publicly funded program. This person has a bachelor's degree, has worked in the field 4 to 6 years and is the head of a household.

Job Description: Average number of hours worked per week is 38.6, average number of unpaid hours 3.11. Average number of months worked is 11.7.

Education Level: 8 assistant teachers or 32% are high school graduates, 5 have less than 1 year of college, 6 have 1 to 2 years of college, 3 have 3 years of college, 2 have associate's degree s, 1 has a bachelor's degree

Length of Time in the Profession: 3 assistant teachers have worked less than 1 year, 4 have worked 1 to 3 years, 8 have worked 4 to 6 years, 7 have worked 7 to 9 years, 3 have worked 10 to 14 years.

Length of Time in Present Position: 9 (36%) assistant teachers have worked less than 1 year, 7 (28%) have worked 1 to 3 years, 5 have worked 4 to 6 years, 4 have worked 7 to 9 years.

Benefits: Average number of benefits for an assistant teacher working full time is 7.32 out of a total of 18 possible benefits listed on the survey form.

Part Time in Full Day

Salary:

No of Respondents	Range Low	Range High	Mean	Stdev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
7	$3.75	$7.17	$5.27	$1.07		$5.00	

The average annual salary for an assistant teacher is $6,336.

The assistant teacher who earns the lowest hourly wage, $3.75 per hour or $3,166 annually, works in a 16.25 hour per week, 12 month position in a non-profit sponsored program, has a high school diploma and has less than a year in the profession and i n the present position.

[1]Definition from NAEYC Position Statement on Nomenclature, Salaries, Benefits, and the Status of the Early Childhood Profession, National Association for the Education of Young Children, 1984.

Assistant Teachers: Part Time in Full Day - Continued

The highest paid, $7.17 assistant teacher earns $10,710 annually and works 28.75 hour per week in a 12 month special program. This assistant teacher has an associate's degree and has worked in the profession 4 to 6 years and in the present position less than 3 years.

Job Description: Average number of hours worked by assistant teachers per week is 23.14, number of unpaid hours 4. Average number of months worked 12.

Education Level: 3 assistant teachers have a high school diploma, 2 have 1 year of college, 2 have associate's degree s.

Length of Time in the Profession: 2 assistant teachers have worked less than 1 year, 2 have worked 1 to 3 years, 2 have worked 4 to 6 years.

Length of Time in Present Position: 1 assistant teacher has worked less than 1 year, 3 have worked 1 to 3 years, 2 have worked 4 to 6 years, 1 has worked 7 to 9 years.

Benefits: Average number of benefits per person is 3.43 out of a possible 18 listed on the survey form. Only 1 assistant teacher has partial health coverage, 1 has fully paid health coverage, 3 have sick days, 4 have 1 week of vacation, 1 person has 3 weeks of vacation, and 1 has retirement.

Part Time in Half Day

Salary:

No of	Range				Quartiles		
Respondents	Low	High	Mean	Stdev	1st	2nd	3rd
8	$3.55	$7.50	$5.06	$1.22	$4.38	$4.79	$5.54

The average annual salary for an assistant teacher is $5,411.

The lowest paid assistant teacher earns $3.55 per hour, or $3,689 a year, in a 20 hour a week, 12 month position (no type of program given). She has an associate's degree and has worked in the field and in the present position less than 3 years.

The highest paid, $7.50 hourly wage, assistant teacher earns $5,262 per year in an 18 hour per week, 9 month position in cooperative nursery school. This assistant teachers has a bachelor's degree and has worked in the profession and in the present position 10 to 14 years.

Job Description: Average number of hours worked per week is 16.6, number of unpaid hours 3.13. Average number of months worked 9.38.

Education Level: 3 assistant teachers have high school diplomas, 1 has 1 year of college, 2 have an associate's degree, 2 have bachelor's degrees or some graduate work.

Length of Time in the Profession: 4 assistant teachers have worked 1 to 3 years, 1 has worked 4 to 6 years, 3 have worked 10 to 14 years.

Length of Time in Present Position: 4 assistant teachers have worked 1 to 3 years, 1 has worked 4 to 6 years, 3 have worked over 10 years.

Benefits: 3 assistant teachers had none. Average number of benefits per person 3.25 out of a possible 18 benefits listed on the survey form.

Assistant Teachers: Continued

Total Sample

Salary:

No of Respondents	Range Low	Range High	Mean	Stdev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
40	$3.50	$7.50	$4.84	$0.93	$4.25	$4.70	$5.25

Education Level: 14(35%) assistant teachers are high school graduates, 15% have less than 1 year of college, 28% have 3 years or less college, 15% have an associate's degree and 8% have a bachelor's degree.

Length of Time in the Profession: 13% of assistant teachers have worked less than a year, 25% have worked 1 to 3 years, 28% have worked 4 to 6 years, 20% have worked 7 to 9 years, and 15% have worked 10 to 14 years.

Length of Time in Present Position: 25% of assistant teachers have worked less than 1 year, 35% have worked 1 to 3 years, 20% have worked 4 to 6 years, 13% have worked 7 to 9 years, 8% have worked 11 to 15 years.

Type of Program:	No. of Respondents	%
Private For-Profit	3	8%
Non-Profit Incorporated	8	20%
Non-Profit Sponsored	15	38%
Employer Supported	1	3%
Public School	10	25%
Other Public	3	8%
Parent Cooperative	2	5%

Age: N = 39	No. of Respondents	%
Under 20 Years	1	3%
20 to 29 Years	14	36%
30 to 39 Years	5	13%
50 to 59 Years	4	10%
Over 60 Years	0	0%

Benefits: Full time assistant teachers have an average of 7.32 benefits out of a possible 18 listed on the survey form, twice as many as part time in half day and part time in full day. 5 (13%) have no benefits - 3 part time, 1 each in full time and part time in full day. Average number of paid personal days is 2.55.

Type of Benefits	No. of Respondents = 40	%
Health Coverage[1*]	17	44%
Dental	7	18%
Sick Days	20	51%
Holidays	25	64%
Vacation	24	62%
Retirement	7	18%
Pension	10	26%
Social Security	19	49%
Worker's Compensation	13	33%
Unemployment	12	31%

[1*]Health coverage, dental coverage, sick days, holidays, and vacation are combined figures.

Teachers
(Early Childhood Teachers)

NAEYC Level 3 Early Childhood Teacher: "Responsible for the care and education of a group of children. Individuals at level 2 and 3 may perform similar roles and functions. The titles reflect the different patterns of formal education and the extent of the background and knowledge of child development. Completion of a baccalaureate degree in Early Childhood Education or Child Development from an accredited college or university is used to predict the existence of the competencies required of an Early Childhood Teacher[1] " 24% of full time, 28% of part time in full day, and 51% of part time in half day meet the education requirement of a 4 year or advanced degree. Most individuals have earned their degree in elementary education.

Full Time

Salary:

No. of Respondents	Range Low	Range High	Mean	Stdev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
73	$3.35	$24.72	$5.80	$3.28	$4.38	$5.10	$5.86

The average annual salary for a teacher is $11,466, the median salary is $10,082.

The lowest hourly wage $3.35 per hour, is paid a teacher who has I year of college, works 40 hours a week (5 additional hours unpaid), 12 months a year in a non-profit sponsored center. This teacher has 1 to 3 years in the profession and less than 1 year in the present position.

The highest hourly wage, $24.72 per hour or $35,590 annually, is paid a public school teacher This teacher works 35 hours per week (4 additional hours unpaid) 9.5 months per year, has a master's degree and has been in the field and in the present position 15 to 19 years.

Job Description: Average number of hours worked by full time teachers per week is 39.7. The average number of unpaid hours is 5.57 hours. Average number of months worked is 11.5 months.

Education Level: 10%of teachers have high school diplomas, 30% have 2 years or less of college, 4% have 3 to 4 years of college, 30% have associate's degrees, 16% have bachelor's degrees and/or some graduate work, and 8% have master degrees, 1 is an RN.

Length of Time in the Profession: 8% of teachers have worked less than 1 year, 27% have worked 1 to 3 years, 15% have worked 4 to 6 years, 19% have worked 7 to 9 years, 15% have worked 10 to 14 years, 15% have worked 15 years or more.

Length of Time in Present Position: 18% of teachers have worked less than 1 year, 41% have worked 1 to 3 years, 12% have worked 4 to 6 years, 18% have worked 7 to 9 years, 11% have worked 10 years or over.

Benefits: The average number of benefits for a teacher working full time is 7.89 out of a possible 18 listed on the survey form.

Part Time in Full Day

Salary:

No. of Respondents	Range Low	Range High	Mean	Stdev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
18	$3.86	$10.00	$6.00	$1.67	$4.76	$5.58	$6.75

[1]NAEYC Position Statement on Nomenclature, Salaries, Benefits, and the Status of the Early Childhood Profession, National Association for the Education of Young Children, 1984.

Teachers: Part Time in Full Day-Continued

The average annual salary of a part time in full day teacher is $6,857.*

The teacher earning the lowest hourly wage of $3.86 per hour ($5,370 annual salary) works 27.5 hour per week, 10 months a year, has 2 years of college, has been in the field 4 to 6 years and in the present position in a for-profit center 1 to 3 years.

The teacher earning the highest hourly wage of $10.00 ($8,660 annual salary)works 20 hours per week, has a bachelor's degree plus some graduate credits, has been in the field over 14 years, and in the present position 11 to 15 years in a public school.

*Calculation based on average number of hours, times 4.33 weeks, times average number of months worked, time the hourly wage.

Job Description: Average number of hours worked by part time in full day teacher is is 24.9, the average number of unpaid hours is 2.61. The average number of months worked is 10.6.

Education Level: 44% of part time in full day teachers have some college, 28% have an associate's degree , and 22% have a bachelor's degree and some graduate work, and 5.56% or 1 teacher has a master's degree.

Length of Time in the Profession: 1 teacher has less than 1 year, 33% have worked 1 to 3 years, 17% have worked 4 to 6 years, 17% have worked 7 to 9 years, 17% have worked 10 to 14 years, 11% have worked 15 years or more.

Length of Time in Present Position: Eleven per cent of teachers have worked less than 1 year, 39% have worked 1 to 3 years, 11% have worked 4 to 6 years, 28% have worked 7 to 9 years, 11% have worked over 10 years.

Benefits: Average number of benefits for part time in full day teachers is 5.59 out of 18 possible.

Part Time in Half Day

Salary:

No. of	Range				Quartiles		
Respondents	Low	High	Mean	Stdev	1st	2nd	3rd
40	$4.35	$19.40	$8.60	$3.66	$6.27	$7.92	$9.64

The average annual salary of teachers working part time in half day programs is $5,959.

The lowest hourly rate, $4.35 or $6,216 a year is paid to a teacher in a non-profit sponsored program, who works 30 hours per week, 11 months a year. This teacher has an associate's degree, and has been in the field 7 to 10 years and in the present position 4 to 6 years.

The highest hourly rate is paid to a public school teacher with a BA degree + graduate credits who works 15 hours per week and an additional 15 unpaid hours per week, 10 months a year. This teacher has been in the profession over 20 years and in the present position over 7 years. Computing her annual salary on an actual basis and not on averages, this teacher earns $12,600 per year for her "30" hour per week job.

Job Description: Average number of hours worked by teachers per week is 17.3, the number of unpaid hours 5.82. Average number of months worked 9.25.

Education Level: 3 per cent of teachers have a high school diploma, 33% have 2 to 4 years of college (no degree), 15% have 2 year degrees, 43% have a bachelor's degree and some graduate work, while 8% have a master degrees.

Teachers: Part Time in Half Day - Continued

Length of Time in the Profession: 7 of teachers have worked 1 to 3 years, 7 have worked 4 to 6 years, twelve have worked 7 to 9 years, 5 have worked 10 to 14 years, 9 have worked 15 years or more.

Length of Time in Present Position: 4 teachers have worked less than 1 year, 16 have worked 1 to 3 years, 7 have worked 4 to 6 years, 4 have worked 7 to 9 years, 6 have worked in their present position over 15 years.

Benefits: Average number of benefits for part time teacher in half day is 4.84 per person.

Total Sample

Type of Program	No.of Respondents	%
Private For-Profit	15	11%
Non-Profit Incorporated	20	15%
Non-Profit Sponsored	57	43%
Employer Supported	3	2%
Public School	15	11%
Other Public	17	13%
Cooperative	5	4%
Montessori	1	1%

Age: N = 127	No.of Respondents	%
Under 20 Years	1	1%
20 to 29 Years	41	32%
30 to 39 Years	33	26%
40 to 49 Years	30	24%
50 to 59 Years	19	15%
Over 60	3	2%

Benefits: 30 or 22.9% individuals have 10 or more benefits, 3 are in for-profit centers, 3 are in non-profit incorporated, 16 are in non-profit sponsored, 2 are employer supported, 5 are in public school and 4 in other public. The most frequent number of benefits and the number of teachers are as follows: 8 teachers in full time 9 benefits each; 4 teachers in part time in full day with 5 benefits each and 10 teachers in part time in half day with 4 benefits each.

Summary

In the total sample 14(11%) teachers earn $10.00 or more an hour, but only 4 work full time. There are 30(25%) teachers with bachelor's degrees (52% of these teachers teach part time in half day programs) and ten (8%) with master degrees (one teaches in a full day program and 7 teach in half day programs). 33 teachers have an associate's degree and 67% teach full time. 30% of teachers responded that they had been in the profession 3 years or less while 55% indicated that they had been in their present position 3 years or less. Part time teachers in half day programs earn an average of $8.60 per hour as compared to $5.80 for teacher in full day programs. However, part time teachers work on average an additional 5.82 unpaid hours (33% additional time) while a full time teacher work on the average 5.57 unpaid hours (14% additional time). Part time teachers in full day centers work an average of 2.61 hours (an additional 10%). Part time teachers calculate their hourly wage based on the number of actual hours in the classroom. In general, teachers in part time half day programs have fewer benefits.

Commentary

Only 24% of full time teachers have a bachelor's degree or above. In contrast 51% of part time in half day programs have a 4 year degree and/or above. A1985 report by the Ohio Department of Human Services found that the majority of child care staff members with degrees worked in half day programs. The data from previous CAEYC surveys shows that the percentage of teachers (CAEYC members) with bachelor's degrees and master's degrees has decreased. See CAEYC Survey 1988, 1984, 1979, and 1976. The 1988 survey did not specifically address staff turn over, however 55% of teachers have been in their present position 3 years or less and the comments from respondents strongly indicate that teachers are distressed about low pay, few benefits, and poor working conditions. Many leave the field and others change jobs, moving to programs that offer better positions.

Head Teachers
(Early Childhood Teachers)

NAEYC Level 3 Early Childhood Teachers: "Responsible for the care and education of a group of children. Individuals at level 2 and 3 may perform similar roles and functions. The titles reflect the different patterns of formal education and the extent of the background and knowledge of child development. Completion of a baccalaureate degree in Early Childhood Education or Child Development from an accredited college or university is used to predict the existence of the competencies required of an Early Childhood Teacher.[1] " 33% of head teachers meet the education requirement of a 4 year degree or better.

Full Time

Salary:

No. of Respondents	Range Low	Range High	Mean	Stdev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
44	$3.46	$13.28	$6.10	$3.13	$4.75	$5.45	$6.75

Average annual salary of a full time head teacher is $12,176, the median salary is $10,879.

The lowest paid head teacher earns $3.46 per hour or $6,968 per year (40 hours per week, 12 months), has a I year of college, and has worked in the field less than 3 years and in the present position less than 1 year.

The highest paid head teacher earns $13.28 per hour or $23,000 annually, works 40 hour per week (plus 6 hours unpaid), in a 10 month position in a employer supported program. This head teacher has a master's degree and has worked in the profession less than 3 years and less than a year in the present position.

Job Description: Average number of hours worked per week by a full time head teacher is 39.4, the average number of unpaid hours is 5.57. Average number of months worked is 11.7.

Education Level: 2 head teachers have high school diplomas, 15 (34%) have 3 years or less of college, 15 (34%) have associate's degree s, 8 (18%) have bachelor's degrees and 4 have master's degree.

Length of Time in the Profession: 6 (14%) head teachers have worked 1 to 3 years, 8 (18%) have worked 4 to 6 years, 14 (32%) have worked 7 to 9 years, 7 (16%) have worked 10 to 14 years, 9 (20%) have worked 15 years or more.

Length of Time in Present Position: 8 (18%) head teachers have worked less than 1 year, 14 (32%) have worked 1 to 3 years, 7 (16%) 4 to 6 years, 8 (18%) 7 to 9 years, and 7 (16%) have worked 10 years or over.

Part Time

Salary:

No. of Respondents	Range Low	Range High	Mean	Stdev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
17	$3.60	$23.80	$8.34	$4.54	$5.91	$7.58	$10.00

The average annual salary of a Part time head teacher is $3,830.

The lowest hourly wage of $3.60 per hour or $1,345 annually is paid a part time head teacher who works 7 1/2 hours per week (3 1/2 unpaid hours per week) in a 9 month position in a for-profit center

[1] NAEYC Position Statement on Nomenclature, Salaries, Benefits, and the Status of the Early Childhood Profession, National Association for the Education of Young Children, 1984.

Head Teachers: Part Time - Continued

and has an associate's degree with 4 to 6 years of experience in the field and in the present position.

The head teacher earning $23.80 per hour, or $13,912 per year, works 13 1/2 hours per week (9 unpaid hours) in a 10 month position in a non-profit incorporated full day center. This head teacher has a bachelor's degree and some graduate work, and has been in the field 10 to 14 years and in the present position less than a year.

Job Description: Average number of hours worked per week is 14.77, number of unpaid hours 6.03. Average number of months worked 9.18

Education Level: 2 head teachers have 3 to 4 years of college, 7 have an associate's degree , and 6 have a bachelor's degree and some graduate work, and 2 have a master's degree.

Length of Time in the Profession: 4 head teachers worked 1 to 3 years, 6 have worked 4 to 6 years, 3 have worked 7 to 9 years, 2 have worked 10 to 14 years, 2 have worked 15 years or more.

Length of Time in Present Position: 4 head teachers have worked less than 1 year, 7 have worked 1 to 3 years, 3 have worked 4 to 6 years, 1 have worked 7 to 9 years, 2 have worked over 10 years or over.

Total Sample - N = 61

Type of Program:[1]	No. of Respondents	%
Private For-Profit	6	10%
Non-Profit Incorporated	14	23%
Non-Profit Sponsored	26	43%
Employed Supported	3	5%
Other Public	14	23%
Cooperative	5	8%

Age: N = 60	No. of Respondents	%
Under 20 Years	0	0%
20 to 29 Years	16	27%
30 to 39 Years	20	33%
40 to 49 Years	16	27%
50 to 59 Years	6	10%
Over 60 Years	2	3%

Benefits: The average number of benefits for full time head teachers is 7.84 and for part time 4.76 out of 18 listed on the survey form.

Benefits	Full Time		Part Time	
	No.of Respondents	%	No.of Respondents	%
Health Coverage	30	68%	1	6%
Paid Sick Days	33	83%	14	82%
Vacation	33	83%	5	29%

Summary

Both head teacher and lead teacher titles are used in the Cleveland area; only head teacher is used in this report. The term head teacher seems to describe two different positions. In one center a head teacher may supervise staff and in another head teacher may designate the individual responsible for taking attendance. 36% of head teachers have associate's degrees, 23% have bachelor's degrees and 10% have master's degrees. 68% of full time and 41% of part time have worked in the profession over 7 years and 34% of full time and 18% have been in the present position over 7 years. Only 3 full time head teachers earn over $10.00 per hour. 75% of full time head teachers earn less than $6.75. 8 part time head teachers out of 17 earn $10.00 or more per hour. 95% plus of teachers in this category plan programs, supervise children, and conference with parents.

[1]Total is higher than sample number because of multiple responses.

Teacher/Directors
(Early Childhood Specialists)

NAEYC Level 4 Early Childhood Specialist: Professionals who supervise and train staff, design curriculum, and/or administer programs. To qualify an individual must demonstrate all Level 1,2, and 3 competencies and are required to have a baccalaureate degree in Early Childhood Education or Child Development from an accredited college or university plus successful completion of at least 3 years of full-time teaching experience with young children and/or an advanced degree.[1] 29% of full time and 70% of part time in half day meet the education requirement for an Early Childhood Specialist.

Full Time[2]

Salary:

No. of Respondents	Range Low	Range High	Mean	Stdev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
21	$4.22	$14.80	$7.11	$2.38	$5.55	$6.99	$7.90

The average annual salary is for a teacher/directors is $14,789, the median salary is $14,539.

The teacher/director, earning $4.22 or $8,776 a year is a high school, works 40 hours a week (no additional hours unpaid), 12 months a year in a for-profit center. This teacher/director has 1 to 3 years in the profession and in the present position.

This teacher/director who earns $23,177 works 40 hours per week (4 additional hours unpaid) 9 months per year, has a bachelor's degree plus some graduate work and has been in the field 4 to 6 years and in the present position less than a year in a public school.

Job Description: Average number of hours worked by full time teacher/directors per week is 40+, the number of unpaid hours 6.02. Average number of months worked 11.3.

Education Level: 8 (38%) have less than a degree, 7 have a 2 year degree, 5 have a bachelor's degree and some graduate school, and 1 has a master's degree.

Length of Time in the Profession: 9 (43%) have been in the field 4 to 6 years, 3 have been in the field 7 to 10 years, and 9 (43%) have been in the field over 10 years.

Length of Time in Present Position: - 2 have been in their present position 1 year or less, 7 have been in their present position 1 to 3 years, 6 have been 4 to 6 years, 3 have been in their present position 7 to 10 years and 3 have been in their present position over 10 years.

Benefits: The average number of benefits for a teacher/director is 8.11 out of a possible 18 listed.

Part Time

Salary:

No. of Respondents	Range Low	Range High	Mean	Stdev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
30	$4.80	$13.16	$8.42	$2.35	$6.63	$8.00	$9.82

The average annual salary of a part time in teacher/director is $5,881.*

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[1] NAEYC Position Statement on Nomenclature, Salaries, Benefits, and the Status of the Early Childhood Profession, National Association for the Education of Young Children, 1984.
[2] 13 (62%) work in full day centers.

Teacher/Directors: Part Time - Continued

The teacher/director, earning $4.80 per hour or $5,716 annual salary, works 27.5 hour per week (10 unpaid hours per week), 10 months a year, has 3 years of college, has been in the field 10 to 14 years and has worked in a non-profit sponsored center 4 to 6 years.

The teacher/director earning $13.16 ($8,660 annual salary) works 4 hours per week (4 hours per week unpaid), 9 months per year, has an associate's degree , has been in the field 10 to 14 years, and in the present position 7 to 10 years in a parent cooperative.

*Calculation based on average number of hours (18.33) times 4.33 weeks, times average number of months (8.8) worked, times the hourly wage.($8.42).

Job Description: Average number of hours worked by part time teacher/director is is 18.33, the average number of unpaid hours is 6.95. The average number of months worked is 8.8.

Education Level: 1 part time teacher/director has a high school diploma, 8 have associate's degree s, 15 (50%) have a bachelor's degree and some graduate work, and 6 teacher/directors have master's degrees.

Length of Time in the Profession: 5 have worked 1 to 3 years, 6 have worked 4 to 6 years, 7 have worked 7 to 9 years, 10 have worked 10 to 14 years, and 8 have worked over 10 years in the field.

Length of Time in Present Position: 3 teacher/directors have worked less than 1 year, 2 have worked 1 to 3 years, 7 have worked 4 to 6 years, 9 have worked 7 to 9 years, 6 have worked over 10 years.

Benefits: Average number of benefits for part time teacher/directors is 3.92 out of 18 listed in the survey. 6 individuals listed no benefits.

Total Sample

Type of Program:	No.of Respondents	%
Private For-Profit	10	22%
Non-Profit Incorporated	1	2%
Non-Profit Sponsored	21	46%
Employer Supported	0	0%
Public School	11	24%
Other Public	7	15%
Cooperative	12	26%
Montessori	0	0%

Age: N = 49	No. of Respondents	%
Under 20 Years	0	0%
20 to 29 Years	8	16%
30 to 39 Years	13	27%
40 to 49 Years	20	41%
50 to 59 Years	6	12%
Over 60	2	4%

Commentary

In previous surveys the term teacher/director referred to part time positions in nursery/preschools. In this survey teacher/directors are found in all types of programs.

Directors
(Early Childhood Specialists)

NAEYC Level 4 Early Childhood Specialists: "Professionals who supervise and train staff, design curriculum, and/or administer programs. To qualify an individual must demonstrate all Level 1,2, and 3 competencies and are required to have a baccalaureate degree in Early Childhood Education or Child Development from an accredited college or university plus successful completion of at least 3 years of full-time teaching experience with young children and/or an advanced degree.[1] " 74% of full time and 71% of part time directors meet the education requirements of the Early Childhood Specialist.

Full Time

Salary:

No. of Respondents	Range Low	Range High	Mean	Stdev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
27	$4.35	$15.90	$8.87	$2.62	$7.41	$8.52	$9.95

Average salary of a full time director is $18,405 per year, median income $17,679, median income.

This director with less than 1 year of college earns $9,048 in a 40 hour a week, 12 month position in a non-profit sponsored program, and has worked in the field and in the present position 7 to 10 years.

The highest paid director who earns $28,090 works 35 hours per week in a 12 month non-profit incorporated program, has a master's degree and has worked in the field 20 to 24 years and in the present position 4 to 6 years.

Job Description: Full time directors work an average of 40+ hours per week, the average of unpaid hours is 9, however 8 individuals left unpaid blank or answered " too many to count". The average number of months worked is ll.98.

Education Level: 1 director has a high school diploma, 1 has a 2 year degree, 5 (19%) have some college work, eleven (41%) have BA degrees and some graduate work and 9 (33%)have master's degree.

Length of Time in the Profession: 2 directors have worked 4 to 6 years, eleven (41%) have worked 7 to 10 years, 6 (22%) have worked 10 to 15 years, 8 (30%) have worked over 15 years.

Length of Time in Present Position: 2 directors have worked 1 year or less, 5 worked 1 to 3 years, 9 worked 4 to 6 years, 8 have worked 7 to 10 years, 3 have worked over 10 years.

Benefits: Average number of benefits for a director is 9.89; 19 (70%) have health coverage; 14 have fully paid and 5 have partially paid; 24 (89%) have 1, 2, or 3 weeks vacation; 20 (74%) have paid sick days.

Part Time

Salary:

No. of Respondents	Range Low	Range High	Mean	Stdev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
7	$6.15	$13.24	$10.02	$2.72		$11.11	

Average annual salary of a part time director is $9,829.

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[1]NAEYC Position Statement on Nomenclature, Salaries, Benefits, and the Status of the Early Childhood Profession, National Association for the Education of Young Children, 1984.

Directors: Part Time - Continued

The lowest hourly wage director earns $6,125, works 20 hours a week, 11.5 months per year in a full day non-profit sponsored program. This director has a bachelor's degree with some graduate work and has worked less than 3 years in the profession and in the present position.

The highest paid part time director making $13.24 per hour in a 30 hour, 9 month position in a non-profit incorporated program earns $15,479 per year. This director has a bachelor's degree and has worked in the field over 20 years and in the present position 4 to 6 years.

Job Description: Part time directors work an average number of 23.14 hours per week and 6.29 unpaid hours per week. Average number of months worked 9.79.

Education Level: 5 directors have BA degree and some graduate work, 2 have 4 years of college but indicated no degree.

Length of Time in the Profession: 2 directors have worked 1 to 3 years, 1 has worked 4 to 6 years, 1 has worked 7 to 10 years, 2 have worked 20 to 24 years,.1 has worked over 25 years

Length of Time in Present Position: 3 directors have been in their present position 1 year or less; 2 have been in their present position 1 to 3 years, 2 have worked over 15 years.

Benefits: Average number of benefits for a part time director is 4.8. No one has health coverage, 2 have sick leave and 1 has vacation. 1 person has none and 1 survey was left blank.

Total Sample

Type of Program	No. of Respondents	%
Private For-Profit	15	11%
Non-Profit Incorporated	20	15%
Non-Profit Sponsored	57	43%
Employer Supported	3	2%
Public School	15	11%
Other Public	17	13%
Cooperative	5	4%
Montessori	1	75%

Age: N = 30	No. of Respondents	%
Under 20 Years	0	0%
20 to 29 Years	3	9%
30 to 39 Years	11	33%
40 to 49 Years	9	27%
50 to 59 Years	7	21%
Over 60 Years	3	9%

Summary

Directors as a group have achieved the highest education level; 74% have a bachelor's degree or higher. 23 (85%) full time directors work in full day centers. The full time director earning $4.35 per hour or $9,048 per year works in a full day program 12 months a year in a for-profit center. This director has worked 7 to 10 years, and has a total of 7 benefits but no health or dental coverage. The highest paid director earning $15.90 per hour or $28,916 per year works 35 hours per week in a non-profit incorporated program and has a total of 12 benefits, including fully paid health coverage. This director has worked in the profession between 20-24 years and has been in their present position 4 to 6 years. These 2 individuals illustrate the disparity between 2 positions in the field.

Administrators
(Early Childhood Specialists)

NAEYC Level 4 Early Childhood Specialist: Professionals who supervise and train staff, design curriculum, and/or administer programs. To qualify an individual must demonstrate all Level 1,2, and 3 competencies and are required to have a baccalaureate degree in Early Childhood Education or Child Development from an accredited college or university plus successful completion of at least 3 years of full-time teaching experience with young children and/or an advanced degree.[1] 73% of administrators meet the education requirements of the Early Childhood Specialist.

Total Sample[2] - N = 15

Salary:

No. of Respondents	Range Low	Range High	Mean	Stdev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
15	$6.18	$25.40	$11.80	$6.06	$6.98	$8.91	$17.90

The average salary is $24,544 and the median is $18,533.

Job Description: The average number of hours worked by full time administrators is 41.2, and the average number of unpaid hours is 8.64. The average number of months worked is 11.67. (1 works 9 months and another works 10 months). 13 work in full day centers

Education Level: 1 (assistant administrator) has a high school diploma, 1 administrator has a 2 years of college, 1 has an associated degree, 4 have 4 year degrees, 1 has some graduate work, 5 have master's degrees and 1 has a PhD.

Length of Time in the Profession: 3 administrators have worked less than 3 years in the profession, 1 has worked 4 to 6 years, 4 have worked 7 to 10 years, 3 have worked over 10 to 14 years, and 1 each in the 15 to 19 years, 20 to 24 years, 25 to 29 years, over 30 years categories.

Length of Time in Present Position: 3 have worked 1 year or less, 4 have been 1 to 3 years, 3 have worked 4 to 6 years, 3 have worked 7 to 10 years, 1 has worked 11 to 15 years, and 2 have worked over 15 years

Benefits: The average number of benefits was 8.8 out of total of 18 listed on the survey form.

Type of Program	No. of Responses	%
Non-Profit Incorporated	3	20%
Non-Profit Sponsored	8	53%
Public School	3	20%
Other Public	4	27%

Ages:	No. of Responses	%
20 to 29 Years	1	7%
30 to 39 Years	4	27%
40 to 49 Years	6	40%
50 to 59 Years	3	20%
Over 60 Years	1	7%

Summary

6 individuals earn over $20,000, including 1 part time administrator. One administrator in the over $20,000 salary range has over 25 years in the profession. 6 individuals earn less than $15,000 annually. Administrators have achieved the highest over all education level, 85% have a 4 year degree or above.

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[1]NAEYC Position Statement on Nomenclature, Salaries, Benefits, and the Status of the Early Childhood Profession, National Association for the Education of Young Children, 1984.

[2]The sample includes 13 Full Time administrators and 2 Part Time in Full Day (20 and 30 hours respectively).

CDAs
(Child Development Associates)

The National Child Development Associate (CDA) Credentialing Program is a competency based assessment system that awards a credential. The competencies may have been acquired through diverse patterns of training and life experiences. The attainment of the competencies requires supervised field experiences in appropriate settings with young children.

Full Time

Salary:

No. of Respondents	Range Low	Range High	Mean	Stdev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
25	$4.35	$8.79	$6.01	$1.13	$5.11	$6.00	$6.99

Average annual salary for a CDA is $11,598, and the median salary is $11,684.

The CDA with lowest hourly wage, $4.34 per hour or $9,048 per year, is a high school graduate, who works 40 hours (0 unpaid hours) a week, 12 months a year in a non-profit incorporated program and has worked in the profession over 30 years and in the present position less than 3 years.

The CDA ,earning the highest hourly wage of $8.79 or $15,985 annually, has an associate's degree, works 35 hours (6 additional unpaid hours) per week, 12 months a year in a publicly funded program and has worked in the profession and in the present position 15 years.

Job Description: Average number of hours worked per week is 39.52; average number of unpaid hours is 5.5 per week. Average number of months worked is 11.38; 80% work 12 months a year.

Education Level: 1 CDA has a high school diploma, 9 have 2 years or less college, 12 have associate's degrees, 1 has a bachelor's degree.

Length of Time in the Profession: 3 CDAs have worked 4 to 6 years, 5 have worked 7 to 9 years, 4 have worked 10 to 14 years, 6 have worked 15 to 19 years, 7 have worked over 20 years.

Length of Time in Present Position: 1 CDA has worked less than 1 year, 7 have worked 1 to 3 years, 3 have worked 4 to 6 years, 5 have worked 7 to 9 years, 9 have worked 10 years or over.

Benefits:

	No. of Respondents	%
Health Coverage Fully Paid	13	52%
Health Coverage Partially Paid	7	28%
Sick Days less than 1 per month	5	20%
Sick Day More than 1 per month	12	48%
Paid Vacation	20	80%

Part Time in Full Day

Salary:

No. of Respondents	Range Low	Range High	Mean	Stdev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
8	$5.27	$23.80	$8.45	$6.27	$5.49	$6.30	$7.47

Average annual salary for a CDAs working part time in full day is $7,303.

CDAs: Part Time in Full Day - Continued

The CDA with less than 1 year of college earns the lowest wage of $5.27 per hour or $6,161 per year in a 30 hour per week (15 additional unpaid hours per week) in a 9 month publicly funded program and has less than 3 years in the profession and in the present position.

The head teacher earning the highest salary of $23.80 per hour, or $13,912 per year, works 13 1/2 hours per week (9 unpaid hours) in a 10 month position in a non-profit incorporated full day center. This head teacher has a bachelor's degree and some graduate work, and has been in the field 10 to 14 years and in the present position less than a year.

Job Description: Average number of hours worked per week is 24.9; the average number of unpaid hours is 2.61. Average number of months worked is 10.6. 3 CDAs work part time in full day centers, 2 of which operated during the school year only.

Education Level: 3 CDA s have 1 year or less of college, 2 have associated degrees, 3 have bachelor's degree (2 have some graduate work).

Length of Time in the Profession: 2 CDAs have worked 1 to 3 years, 2 have worked 4 to 6 years, 1 has worked 7 to 9 years, 2 have worked 10 to 14 years, 1 has worked 15 years or more.

Length of Time in Present Position: 1 CDA has worked less than 1 year, 4 have worked 1 to 3 years, 1 has worked 4 to 6 years, 1 has worked 7 to 9 years, 1 has worked over 15 years.

Benefits:

	No. of Respondents	%
Health Coverage Partially Paid	3	38%
Sick Days less than 1 per month	6	75%
Sick Day More than 1 per month	1	13%
Paid Vacation	2	25%

Total Sample - No. of Respondents = 33

Type of Program:

	No. of Respondents[1]	%
Private For-Profit	3	9%
Non-Profit Incorporated	3	9%
Non-Profit Sponsored	10	30%
Employer Supported	1	3%
Public School	1	3%
Other Public	18	55%

Age:

	No. of Respondents = 31	%
20 to 29 years	2	6%
30 to 39 years	5	16%
40 to 49 years	15	48%
50 to 59 years	8	26%
Over 60 years	1	3%

Summary

The CDA Credential has been available since the early 1970's. Individuals working in Head Start programs are required to have this credential if they do not meet other educational standards. 10 CDAs (43%) indicated that they contributed All to their household income. The 6 who gave information on dependents support a total of 19 individuals or an average of 3 others besides themselves. 15 (45%) work in year round full day centers.

[1] Total is higher than sample number because of multiple responses.

Heads of Households

Eighty-six individuals indicated that they are head of their household and that their salary was the total income for themselves and their dependents. Information on number of dependents is not included. (See Summary below).

Full Time:

Salary:

No. of Respondents	Range Low	Range High	Mean	Stdev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
73	$3.46	$19.70	$6.54	$3.14	$4.82	$5.50	$7.25

The average annual salary for a head of household is $13,349 and the median salary is $11,226.

The head of household, earning the lowest hourly wage of $3.46 or $7,197 annually, has I year of college, works 40 hours a week, 12 months a year and has 10 years in the field and in the present position.

The highest paid head of household who earns $19.70 per hour or $30,755 per year works 40 hours per week (8 hours additional unpaid), 9 months per year, has a master's degree and has been in the field and in the present position 15 years in a public school.

Two heads of household are men who earn less than $5.00 per hour.

Job Description: Average number of hours worked per week is 39.78, the number of unpaid hours is 5 1/2. Average number of months worked is 11.85.

Position	No. of Respondents = 73	%
Cook	1	1%
Aide	2	3%
Assistant Teacher	13	18%
Teacher	19	26%
Head Teacher	19	26%
Teacher/Director	7	10%
Director	8	11%
Administrator	3	4%
Other	1	1%

Education Level: 8 (11%) heads of household have high school diplomas, 8 (11%).have less than I year of college, 17(23%) have 2 years or less of college, 1 (1%) has 4 years of college but no degree, 19 (26%) have associate's degree s, 11 (15%) have bachelor's degrees and some graduate work, and 8 (11%) have master degrees.

Length of Time in the Profession: 2 (3%) heads of household have worked less than 1 year, 6 (8%) have worked 1 to 3 years, 14(19%) have worked 4 to 6 years,25 (34%) have worked 7 to 9 years, 16(22%) have worked 10 to 14 years, 8 (11%) have worked 15 years or more.

Length of Time in Present Position: 6 (8%) heads of household have worked less than 1 year, 22 (30%) have worked 1 to 3 years, 15 (21%) have worked 4 to 6 years, 6 (8%) have worked 7 to 9 years, 3 (4%)have worked 10 years or over.

Benefits: The average number of benefits for a head of household working full time is 9.4 out of possible 18. 2 receive no benefits. 75% have health coverage (33 indicated that it was fully paid), 78 % have sick leave, 84 % have paid holidays and 89% have vacation time with 38 (52%) receiving

Heads of Household: Full Time - Continued

3 weeks, 29 (40%) have a pension plan, 45% have life insurance and 70% have social security deducted.

Age:

No.of Respondents -Total Sample=86	0	
Under 20 Years	1	1%
20 to 29 Years	24	28%
30 to 39 Years	33	38%
40 to 49 Years	13	15%
50 to 59 Years	15	17%
Over 60 Years	0	0%

Part Time

Salary:

No. of Respondents	Range Low	Range High	Mean	Stdev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
13	$3.50	$17.78	$7.28	$4.28	$3.94	$5.76	$9.50

The average annual salary of a part time head of household is $8,029 and the median salary is $6,352.*

The head of household earning the lowest salary of $3.50 per hour ($3,637 annual salary) works 20 hour per week (0 unpaid hours), 12 months a year, has 2 years of college, has been in the field and in the present position in a for-profit center for less than a year.

The head of household earning the highest salary of $17.78 ($10,167 annual salary) works 12 1/5 hours per week (additional 1.6 hours unpaid) in a public school, has a bachelor's degree plus some graduate credits, has been in the field 1 to 3 years, and in the present position less than 1 year.

*Calculation based on average number of hours, times 4.33 weeks, times average number of months worked, times the hourly wage.

Job Description: Average number of hours worked by part time head of household is 22.6, the average number of unpaid hours is 6.08. The average number of months worked is 11.27.

Position

No. of Respondents = 13		%
Cook	1	8%
aide	2	15%
Assistant Teacher	2	15%
Teacher	4	31%
Head Teacher	1	8%
Teacher/Director	0	0%
Director	1	8%
Administrator	0	0%
Other	2	15%

Education Level: 2 heads of household have a high school diploma, 4 have some college, 4 have an associate's degree , and 2 have a bachelor's degrees and some graduate work, and 1 has a master's degree. 1 as a K-8 Certificate.

Heads of Household: Part Time - Continued

Length of Time in the Profession: 2 heads of household have less than 1 year, 5 have worked 1 to 3 years, 1 has worked 7 to 9 years, 3 have worked 10 to 14 years, 2 have worked 15 years or more.

Length of Time in Present Position: 4 heads of household have worked less than 1 year, 5 have worked 1 to 3 years, 2 have worked 4 to 6 years, 1 has worked 7 to 9 years, 1 has worked over 10 years.

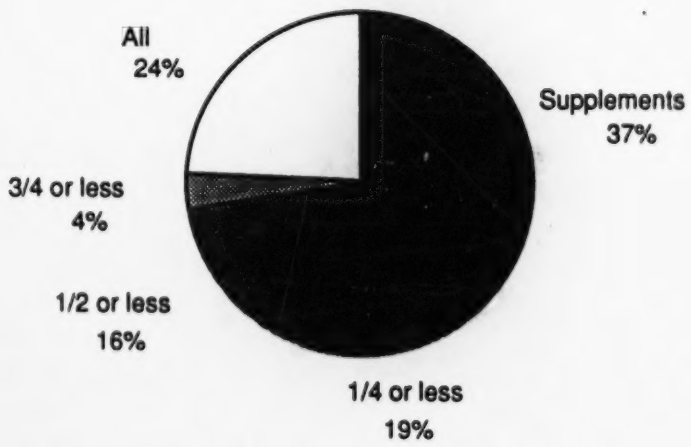
Benefits: Average number of benefits for part time heads of household is 6.1 out of possible 18.

Age:	No.of Respondents Full Time=73	%
Under 20 Years	0	0%
20 to 29 Years	18	25%
30 to 39 Years	30	41%
40 to 49 Years	12	16%
50 to 59 Years	13	18%

Total Sample

Type of Program:	No.of Respondents Total = 81 [1]	%
Private For-Profit	11	14%
Non-Profit Incorporated	14	17%
Non-Profit Sponsored	41	41%
Employer Supported	2	2%
Public School	5	6%
Other Public	25	31%

Contribution to Household Income



37% of respondents answered that their income was supplemental or extra.

[1] Question with multiple responses, five surveys were blank.

Heads of Household: Total Sample - Continued

Contribution to Household Income by Type of Position

	No.	% of Sample	Range Low	Range High	Mean	Std Dev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
Supplements									
Full Time	46	13%	$3.35	$17.00	$6.70	$3.29	$4.42	$5.44	$8.11
Total Part Time	88	24%	$3.45	$23.80	$7.44	$.25	$5.04	$6.95	$8.77
1/4 or Less									
Full Time	33	9.%	$3.50	$22.00	$5.90	$3.30	$4.50	$5.00	$6.15
Total Part Time	35	10%	$3.48	$16.57	$7.80	$3.10	$5.61	$7.00	$9.43
1/2 or Less									
Full Time	52	14%	$3.35	$25.40	$8.44	$4.70	$5.55	$6.68	$9.91
Total Part Time	8	2%	$3.86	$14.92	$8.47	$3.88	$5.66	$7.09	$11.74
3/4 or Less									
Full Time	14	4%	$3.75	$8.92	$5.34	$1.26	$4.83	$5.08	$5.56
All									
Full Time	73	20%	$3.46	$19.73	$6.54	$3.14	$4.70	$5.47	$7.28
Part Time in Full Day	13	4%	$3.50	$17.89	$7.28	$4.28	$4.24	$5.76	$9.50
Total	362	100%							

Summary

The respondents who are head of households hold a variety of positions in early childhood programs. 85% work full time and 86% work in 12 month programs. Only 17 (20%) heads of household earn over $15,000. Unfortunately many respondents (32) did not answer the question on dependents and several who answered the question gave conflicting information. For these reasons data on dependents is not included in this report.

Commentary

Ten years ago the early childhood profession was primarily women working part time to supplement their household income. In this survey 37% of respondents indicated that their earnings supplemented their household income, 19% contribute 1/4th, 17% contribute 1/2, 4% contribute 3/4, and 24 % contribute all.

1988 Survey: Benefits

Listing of Benefits

	Page Number
No Benefits	50
Social Security	50
Workers' Compensation	50
Unemployment Compensation	51
Life Insurance	51
Retirement or Pension	51
Health Insurance	52
Dental Insurance	53
Vision Insurance	53
Paid Sick Days	54
Disability Insurance	54
Paid Holidays Yearly	55
Paid Vacation	56
Personal Days	57
Professional Liability Insurance	57
Professional Dues	58
Workshop Fees	58
College Fees	58
Maternity/Paternity Leave	59

Ranking of Benefits by Frequency of Resonse
(Highest to Lowest)

	Benefit	Total No. of Responses	%
1	Paid Holidays: 3 or less per month, 4 to 9 per year, or 10+ per year	252	67%
2	Paid Sick Days: Less than one a month or I or more a month	250	67%
3	Social Security	226	60%
4	Workshop and Conference Fees	222	59%
5	Paid Vacation: I week per year, 2 weeks per year, or 3 weeks per year	213	57%
6	Paid Personal Days	180	48%
7	Workers' Compensation	177	47%
8	Health Coverage: Fully or Partially Paid	166	44%
9	Life Insurance	112	30%
10	Unemployment Compensation	109	29%
11	Unpaid maternity/paternity leave.	96	26%
12	Retirement/Pension Plan	94	25%
13	Professional Dues	90	24%
14	College Course Fees	89	24%
15	Dental Coverage: Fully or Partially Paid	70	19%
16	Professional Liability	53	14%
17	Disability Insurance	47	13%
18	No Benefits	30	8%
19	Vision Insurance	20	5%

Summary

The salary survey instrument listed 18 benefits. The list of benefits and working conditions was chosen to match other survey instruments from around the country. In some instances the lists overlapped and the distinction between a working condition and a benefit often is not clear. In the following pages the benefits are analyzed according to total sample and then by program type. The list of benefits in the survey instrument covered almost all of the benefits provided by programs, only a few individuals

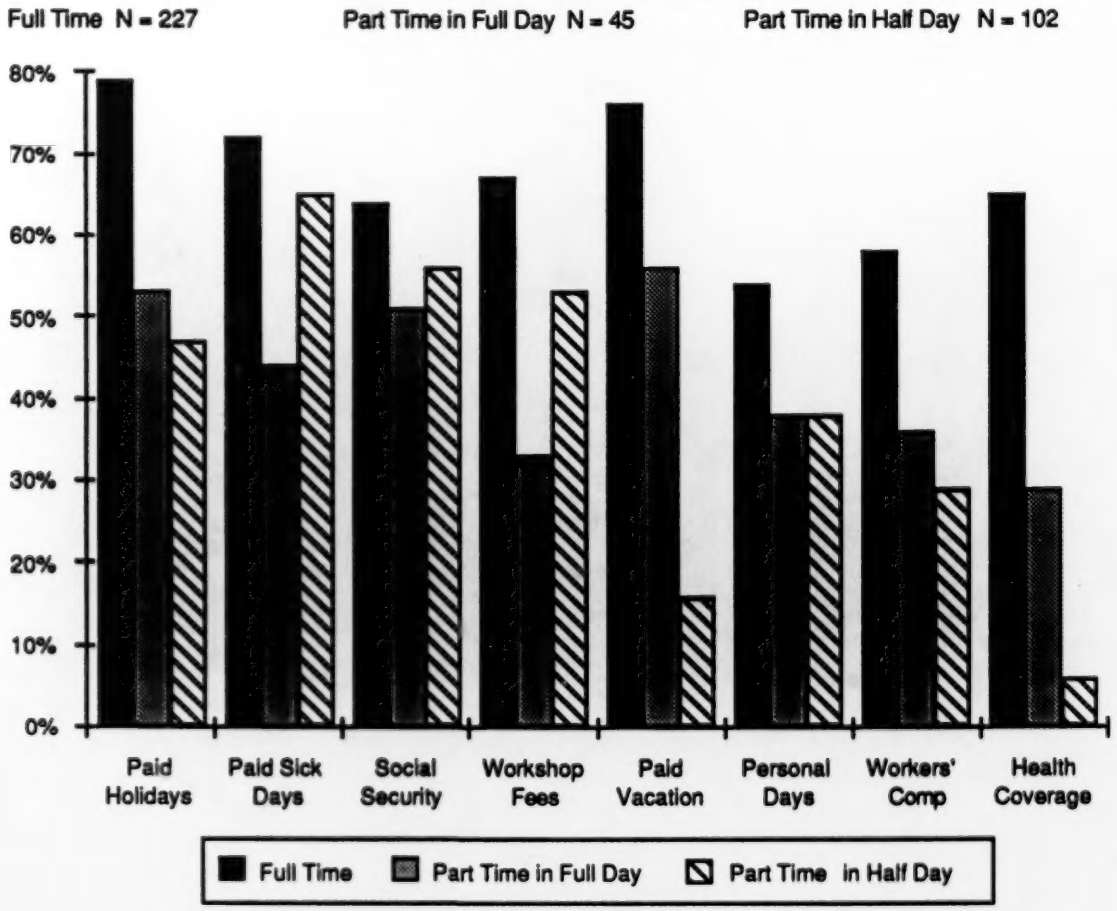
Benefits: Summary - Continued

answered other. The most frequent listing for other was to clarify that college fees and workshop fees were only partially paid; and the second was prescription drug insurance. Early childhood personnel working full time in full day centers are more likely to have benefits, especially health insurance and retirement. The most frequently checked benefits (when options are grouped together) are paid holidays and sick days, closely followed by social security, workshop and conference fees and vacation. Comparison between types of programs reveals that an individual working full time in a non-profit and/or public supported program has a 63% or better chance of having health insurance. The overall average number of benefits for a full time position is 8.21, for a part time position in full day the average is 4.80, and for a part time position in half day the average is 4.06 benefits.

Commentary

Several directors who reviewed the forms filled out by their staff were amazed to discover that some staff were unaware or had forgotten they had certain benefits. In one center it prompted the director to review the benefit package at a staff meeting. All early childhood personnel should be covered by Ohio Workers' Compensation. However, not everyone in early childhood programs are covered by Social Security. Individuals working in programs sponsored by religious institutions exempt from social security may or may not be covered and those working in public school programs may be covered by the teacher's retirement plan.

Benefits by Type of Position Based on Percentages



1988 Benefits

Summary of Total Sample		No Benefits		Social Security		Workers' Compensation	
Total Sample	Total No.	Total Responses No.	%	Total Responses No.	%	Total Responses No.	%
Full Time	227	9	4%	145	**64%** *	131	**58%**
Part Time in Full Day	45	6	13%	23	**51%**	16	36%
Part Time in Half Day	102	15	15%	58	**57%**	30	29%
Total	374	30	8%	226	**60%**	177	47%

Summary by Type of Program		No Benefits		Social Security		Workers' Compensation	
Total Sample	Total No.	Total Responses No.	%	Total Responses No.	%	Total Responses No.	%
Private Non-Profit Sponsored							
Full Time	109	3	3%	85	**78%**	70	**64%**
Part Time	60	9	15%	36	**60%**	19	32%
Private Non-Profit Incorporated							
Full Time	32	1	3%	21	**66%**	18	**56%**
Part Time	22	2	9%	14	**64%**	7	32%
Private for Profit							
Full Time	28	3	11%	13	46%	15	**54%**
Part Time	18	4	22%	10	**56%**	6	33%
Employer Supported							
Full Time	6	0	0%	5	**83%**	6	**100%**
Part Time	1	0	0%	1	**100%**	0	0%
Public School							
Full Time	16	0	0%	3	19%	9	**56%**
Part Time	12	3	25%	2	17%	5	42%
Other Public Headstart, Title XX							
Full Time	57	2	4%	42	**74%**	32	**56%**
Part Time	7	1	14%	1	14%	2	29%
Cooperative							
Part Time	24	0	0%	16	**70%**	6	25%

*Note: Bold type indicates a reponse of 50% or higher.

1988 Benefits

Summary of Total Sample		Unemployment Compensation		Life Insurance		Retirement or Pension	
Total Sample	Total No.	Total Responses No.	%	Total Responses No.	%	Total Responses No.	%
Full Time	227	99	44%	97	43%	78	34%
Part Time in Full Day	45	7	16%	10	22%	7	16%
Part Time in Half Day	102	3	3%	5	5%	9	9%
Total	374	109	29%	112	30%	94	25%

Summary by Type of Program		Unemployment Compensation		Life Insurance		Retirement or Pension	
Total Sample	Total No.	Total Responses No.	%	Total Responses No.	%	Total Responses No.	%
Private Non-Profit Sponsored							
Full Time	109	53	49%	49	45%	45	41%
Part Time	60	2	3%	6	10%	5	8%
Private Non-Profit Incorporated							
Full Time	32	14	44%	14	44%	14	44%
Part Time	22	2	9%	1	5%	1	5%
Private for Profit							
Full Time	28	8	29%	9	32%	0	0%
Part Time	18	2	11%	0	0%	1	6%
Employer Supported							
Full Time	6	4	67%	4	67%	4	67%
Part Time	1	0	0%	0	0%	0	0%
Public School							
Full Time	16	5	31%	11	69%	14	88%
Part Time	12	1	8%	4	33%	7	58%
Other Public Headstart, Title XX							
Full Time	57	27	47%	27	47%	16	28%
Part Time	7	3	43%	3	43%	0	0%
Cooperative							
Part Time in Half Day	24	0	0%	0	0%	0	0%

1988 Benefits

Summary of Total Sample

Total Sample	Total No.	Health Insurance Full: Total Responses No.	%	Partial: Total Responses No.	%	Full+Partial: Total Responses No.	%
Full Time	227	83	37%	64	28%	147	**65%**
Part Time in Full Day	45	4	9%	9	20%	13	29%
Part Time	*102*	*2*	*2%*	*4*	*4%*	*6*	*6%*
Total	374	89	24%	77	21%	166	44%

Summary by Type of Program

Total Sample	Total No.	Health Insurance Full: Total Responses No.	%	Partial: Total Responses No.	%	Full+Partial: Total Responses No.	%
Private Non-Profit Sponsored							
Full Time	109	40	37%	36	33%	76	**70%**
Part Time	60	1	2%	5	8%	6	10%
Private Non-Profit Incorporated							
Full Time	32	11	34%	10	31%	21	**66%**
Part Time	22	0	0%	1	5%	1	5%
Private for Profit							
Full Time	28	7	25%	6	21%	13	46%
Part Time	18	1	6%	3	17%	4	22%
Employer Supported							
Full Time	6	1	17%	5	83%	6	**100%**
Part Time	1	0	0%	0	0%	0	0%
Public School							
Full Time	16	9	56%	1	6%	10	**63%**
Part Time	12	3	25%	1	8%	4	33%
Other Public Headstart, Title XX							
Full Time	57	21	37%	18	32%	39	**68%**
Part Time	7	1	14%	2	29%	3	43%
Cooperative							
Part Time in Half Day	24	0	0%	0	0%	0	0%

1988 Benefits

Summary of Total Sample

Total Sample	Total No.	Dental Insurance Full: Total Responses No.	Full %	Partial: Total Responses No.	Partial %	Full+Partial: Total No.	Full+Partial %	Vision Insurance: Total Responses #	Vision Insurance %
Full Time	227	20	9%	37	16%	57	25%	15	7%
Part Time in Full Day	45	1	2%	6	13%	7	16%	3	7%
Part Time in Half Day	102	2	2%	4	4%	6	6%	2	2%
Total	374	23	6%	47	13%	70	19%	20	5%

Summary by Type of Program

Total Sample	Total No.	Dental Insurance Full: Total Responses No.	Full %	Partial: Total Responses No.	Partial %	Full+Partial: Total Responses No.	Full+Partial %	Vision Insurance: Total Responses No.	Vision Insurance %
Private Non-Profit Sponsored									
Full Time	109	4	4%	24	22%	28	26%	3	3%
Part Time	60	0	0%	2	3%	2	3%	1	2%
Private Non-Profit Incorporated									
Full Time	32	4	13%	6	19%	10	31%	2	6%
Part Time	22	0	0%	2	9%	2	9%	0	0%
Private for Profit									
Full Time	28	1	4%	0	0%	1	4%	0	0%
Part Time	18	1	6%	1	6%	2	11%	1	6%
Employer Supported									
Full Time	6	1	17%	4	67%	5	83%	2	33%
Part Time	1	0	0%	0	0%		0%	0	0%
Public School									
Full Time	16	9	56%	2	13%	11	69%	7	44%
Part Time	12	2	17%	2	17%	4	33%	3	25%
Other Public Headstart, Title XX									
Full Time	57	3	5%	8	14%	11	19%	2	4%
Part Time	7	0	0%	2	29%	2	29%	0	0%
Cooperative									
Part Time in Half Day	24	0	0%	1	4%	1	4%	0	0%

1988 Benefits

Summary of Total Sample		Paid Sick Days <1/month		1>/month		<1+1>/month		Disability Insurance	
Total Sample	Total No.	Total Responses No.	%	Total Responses No.	%	Total No.	%	Total Responses #	%
Full Time	227	32	14%	132	58%	164	72%	44	19%
Part Time in Full Day	45	6	13%	14	31%	20	44%	2	4%
Part Time in Half Day	102	44	43%	22	22%	66	65%	1	1%
Total	374	82	22%	168	45%	250	67%	47	13%

Summary by Type of Progran		Paid Sick Days <1/month		1>/month		<1+1>/month		Disability Insurance	
Total Sample	Total No.	Total Responses No.	%	Total Responses No.	%	Total No.	%	Total Responses No.	%
Private Non-Profit Sponsored									
Full Time	109	16	15%	72	66%	88	81%	27	25%
Part Time	60	16	27%	12	20%	28	47%	2	3%
Private Non-Profit Incorporated									
Full Time	32	7	22%	16	50%	23	72%	5	16%
Part Time	22	7	32%	7	32%	14	64%	0	0%
Private for Profit									
Full Time	28	3	11%	7	25%	10	36%	3	11%
Part Time	18	5	28%	1	6%	6	33%	0	0%
Employer Supported									
Full Time	6	3	50%	3	50%	6	100%	2	33%
Part Time	1	0	0%	0	0%	0	0%	0	0%
Public School									
Full Time	16	0	0%	13	81%	13	81%	1	6%
Part Time	12	3	25%	6	50%	9	75%	1	8%
Other Public Headstart, Title XX									
Full Time	57	8	14%	37	65%	45	79%	12	21%
Part Time	7	3	43%	2	29%	5	71%	0	0%
Cooperative									
Part Time in Half Day	24	15	63%	6	25%	21	88%	0	0%

1988 Benefits

Summary of Total Sample

		Paid Holidays Yearly					
		3 Days or Less		4 to 9 Days		10+ Days		3 or Less to 10+	
Total Sample	Total No.	Total Responses No.	%	Total Responses No.	%	Total Responses No.	%	Total No.	%
Full Time	227	11	5%	124	**55%**	45	20%	180	**79%**
Part Time in Full Day	45	5	11%	12	27%	7	16%	24	**53%**
Part Time in Half Day	102	11	11%	21	21%	16	16%	48	47%
Total	374	27	7%	157	42%	68	18%	252	**67%**

Summary by Type of Program

		Paid Holidays Yearly					
		3 Days or Less		4 to 9 Days		10+ Days		3 or Less to 10+	
Total Sample	Total No.	Total Responses No.	%	Total Responses No.	%	Total Responses No.	%	Total No.	%
Private Non-Profit Sponsored									
Full Time	109	4	4%	61	**56%**	31	28%	96	**88%**
Part Time	60	4	7%	11	18%	12	20%	27	45%
Private Non-Profit Incorporated									
Full Time	32	2	6%	18	**56%**	6	19%	26	**81%**
Part Time	22	3	14%	8	36%	2	9%	13	**59%**
Private for Profit									
Full Time	28	0	0%	12	43%	2	7%	14	**50%**
Part Time	18	2	11%	2	11%	2	11%	6	33%
Employer Supported									
Full Time	6	1	17%	3	50%	1	17%	5	**83%**
Part Time	1	0	0%	0	0%	0	0%	0	0%
Public School									
Full Time	16	1	6%	8	**50%**	3	19%	12	**75%**
Part Time	12	1	8%	4	33%	2	17%	7	58%
Other Public Headstart, Title XX									
Full Time	57	4	7%	35	**61%**	11	19%	50	**88%**
Part Time	7	2	29%	1	14%	3	43%	6	**86%**
Cooperative									
Part Time in Half Day	24	3	13%	6	25%	3	13%	12	**50%**

1988 Benefits

Summary of Total Sample — **Paid Vacation**: **1 Week** | **2 Weeks** | **3+Weeks** | **1 to 3 + Weeks**

Total Sample	Total No.	Total Responses No.	%	Total Responses No.	%	Total Responses No.	%	Total No.	%
Full Time	227	22	10%	43	19%	107	47%	172	76%
Part Time in Full Day	45	9	20%	4	9%	12	27%	25	56%
Part Time in Half Day	102	3	3%	3	3%	10	10%	16	16%
Total	374	34	9%	50	13%	129	34%	213	57%

Summary by Type of Progra — **Paid Vacation**: **1 Week** | **2 Weeks** | **3+Weeks** | **1 to 3 + Weeks**

Total Sample	Total No.	Total Responses No.	%	Total Responses No.	%	Total Responses No.	%	Total No.	%
Private Non-Profit Sponsored									
Full Time	109	6	6%	19	17%	67	61%	92	84%
Part Time	60	1	2%	4	7%	7	12%	12	20%
Private Non-Profit Incorporated									
Full Time	32	4	13%	6	19%	15	47%	25	78%
Part Time	22	5	23%	0	0%	6	27%	11	50%
Private for Profit									
Full Time	28	8	29%	6	21%	2	7%	16	57%
Part Time	18	2	11%	1	6%	1	6%	4	22%
Employer Supported									
Full Time	6	0	0%	6	100%	0	0%	6	100%
Part Time	1	0	0%	1	100%	0	0%	1	100%
Public School									
Full Time	16	1	6%	2	13%	3	19%	6	38%
Part Time	12	2	17%	0	0%	2	17%	4	33%
Other Public Headstart, Title XX									
Full Time	57	3	5%	8	14%	38	67%	49	86%
Part Time	7	0	0%	1	14%	4	57%	5	71%
Cooperative									
Part Time in Half Day	24	0	0%	1	4%	3	13%	4	17%

1988 Benefits

Summary of Total Sample

Total Sample	Total No.	Personal Days: Total Responses No.	%	Average No. of Days	Professional Liability Insurance: Total Responses No.	%
Full Time	227	124	**55%**	2.55	34	15%
Part Time in Full Day	45	17	38%	2.50	4	9%
Part Time in Half Day	102	39	38%	2.57	15	15%
Total	374	180	48%		53	14%

Summary by Type of Program

Total Sample	Total No.	Personal Days: Total Responses No.	%	Average No. of Days	Professional Liability Insurance: Total Responses No.	%
Private Non-Profit Sponsored						
Full Time	109	65	**60%**	2.40	16	15%
Part Time	60	19	32%	2.59	9	15%
Private Non-Profit Incorporated						
Full Time	32	19	**59%**	2.21	7	22%
Part Time	22	10	45%	2.67	1	5%
Private for Profit						
Full Time	28	10	36%	3.13	3	11%
Part Time	18	3	17%	3.00	1	6%
Employer Supported						
Full Time	6	4	**67%**	2.60	3	**50%**
Part Time	1	0	0%	0.00	0	0%
Public School						
Full Time	16	9	**56%**	3.00	3	19%
Part Time	12	8	**67%**	2.57	2	17%
Other Public Headstart, Title XX						
Full Time	57	38	**67%**	2.20	9	16%
Part Time	7	4	**57%**	2.50	1	14%
Cooperative						
Part Time in Half Day	24	10	42%	2.22	5	21%

1988 Benefits

Summary of Total Sample

Total Sample	Total No.	Professional Dues* Total Responses No.	%	Workshop Fees* Total Responses No.	%	College Fees* Total Responses No.	%
Full Time	227	50	22%	153	**67%**	81	36%
Part Time in Full Day	45	6	13%	15	33%	4	9%
Part Time in Half Day	102	34	33%	54	**53%**	4	4%
Total	374	90	24%	222	**59%**	89	24%

Summary by Type of Program

Total Sample	Total No.	Professional Dues* Total Responses No.	%	Workshop Fees* Total Responses No.	%	College Fees* Total Responses No.	%
Private Non-Profit Sponsored							
Full Time	109	33	30%	79	**72%**	41	38%
Part Time	60	17	28%	35	**58%**	2	3%
Private Non-Profit Incorporated							
Full Time	32	8	25%	23	**72%**	14	44%
Part Time	22	2	9%	10	45%	3	14%
Private for Profit							
Full Time	28	3	11%	18	**64%**	5	18%
Part-Time	18	3	17%	4	22%	0	0%
Employer Supported							
Full Time	6	3	**50%**	3	**50%**	6	**100%**
Part Time	1	0	0%	0	0%	0	0%
Public School							
Full Time	16	2	13%	10	**63%**	1	6%
Part Time	12	2	17%	3	25%	0	0%
Other Public Headstart, Title XX							
Full Time	57	12	21%	40	**70%**	34	**60%**
Part Time	7	0	0%	2	29%	2	29%
Cooperative							
Part Time in Half Day	24	17	**71%**	16	**67%**	1	4%

* Comments on surveys indicated that some fees are partially paid.

1988 Benefits

Summary of Total Sample — **Maturnity/Paternity Leave** — **Paid** — **Unpaid** — **Paid+Unpaid**

Total Sample	Total No.	Total Responses No.	%	Total Responses No.	%	Total No.	%
Full Time	227	18	8%	65	29%	83	37%
Part Time in Full Day	45	3	7%	3	7%	6	13%
Part Time in Half Day	102	2	2%	5	5%	7	7%
Total	374	23	6%	73	20%	96	26%

Summary by Type of Program — **Maturnity/Paternity Leave** — **Paid** — **Unpaid** — **Paid/Unpaid**

Total Sample	Total No.	Total Responses No.	%	Total Responses No.	%	Total No.	%
Private Non-Profit Sponsored							
Full Time	109	8	7%	42	39%	50	46%
Part Time	60	1	2%	4	7%	5	8%
Private Non-Profit Incorporated							
Full Time	32	4	13%	11	34%	15	47%
Part Time	22	0	0%	1	5%	1	5%
Private for Profit							
Full Time	28	1	4%	3	11%	4	14%
Part Time	18	2	11%	1	6%	3	17%
Employer Supported							
Full Time	6	3	**50%**	0	0%	3	**50%**
Part Time	1	0	0%	0	0%	0	0%
Public School							
Full Time	16	2	13%	4	25%	6	38%
Part Time	12	1	8%	2	17%	3	25%
Other Public Headstart, Title XX							
Full Time	57	4	7%	15	26%	19	33%
Part Time	7	1	14%	0	0%	1	14%
Cooperative							
Part Time in Half Day	24	0	0%	0	0%	0	0%

1988 Survey: Working Conditions

Listing of Working Conditions

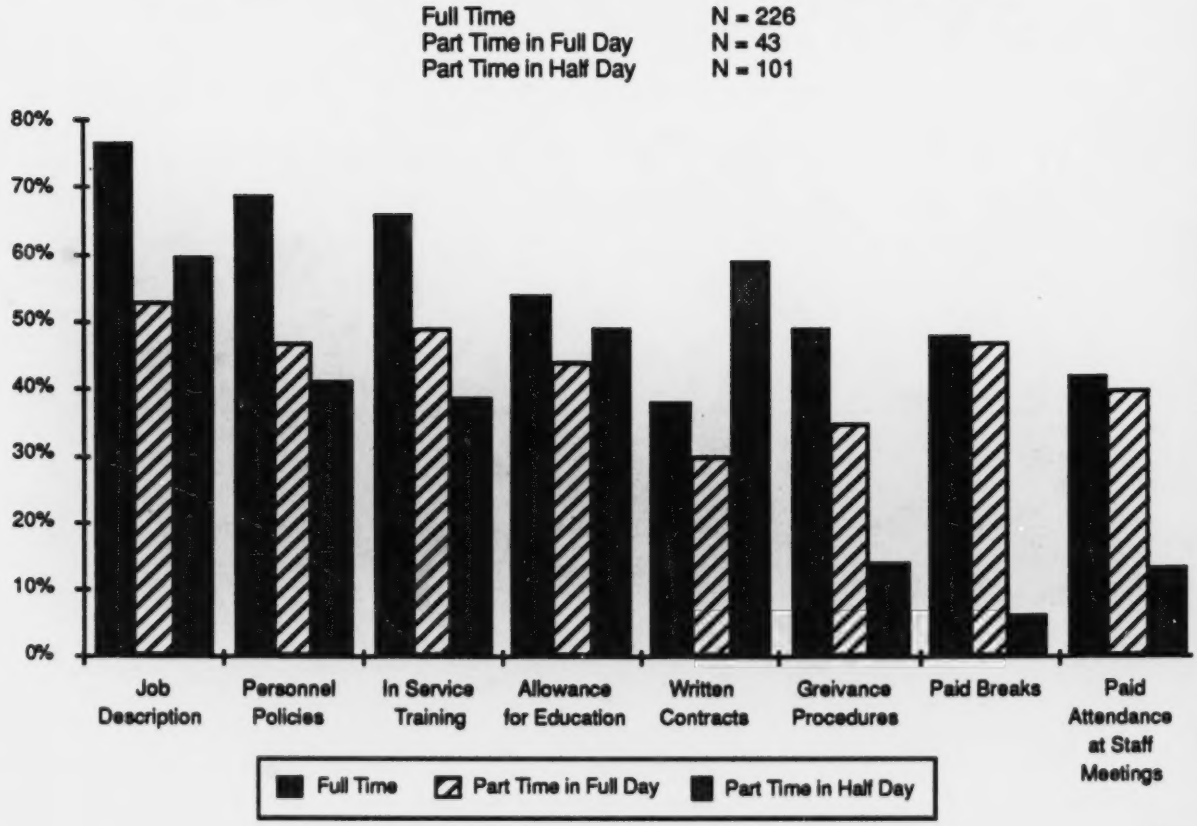
	Page Number
Job Description	62
Written Contract	62
Personnel Policies	62
Paid Planning/Preparation Time	63
Paid Overtime	63
Time Off for Overtime Work	63
Paid Breaks	64
Paid Lunch	64
Staff Room	64
Paid Attendance at Staff Meetings	65
Grievance Procedure	65
Reduced Child Care	65
Cost of Living Increase	66
Merit Increase	66
In-Service Training	67
Allowance for Education	67
N/A or None Listed	67

Ranking of Working Conditions by Frequency of Response
(Highest to Lowest)

	Working Condition	Total No. of Responses	%
1	Job Description	259	70%
2	Personnel Policies	217	58%
3	In Service Training	209	56%
4	Allowance for Education	190	51%
5	Written Contract	159	43%
6	Grievance Procedures	139	37%
7	Paid Breaks	134	36%
8	Paid Attendance at Staff Meetings	125	34%
9	Paid Lunch	124	33%
10	Staff Room	120	32%
11	Reduced Child Care	116	31%
12	Cost of Living Increase	103	28%
13	Paid Preparation Planning Time	98	26%
14	Time Off for Over Time	81	22%
15	Merit Increase	72	19%
16	Paid Over Time	68	18%
17	None	11	3%

Working Conditions - Continued

Working Conditions by Type of Position in Percentages



Summary

Three hundred seventy one respondents answered questions on working conditions. Several respondents who left this section blank stated that this questions did not apply to their job situation (for example, individuals on contract and owners). Only four working conditions listed had a response of over 50%- Job Description, Personnel Policies, In Service Training, and Allowance for Education. The overall average number of working conditions listed for full time is 6.99, for part time in full day is 5.6, and for part time in half day is 4.03.

Commentary

The most frequent working condition listed was job description; what is surprising is that the percentage is not higher. Although many centers had an education fund for professional development prior to 1986, the change in Day Care Licensing Regulations and the fact that more and more individuals hired to work in child care centers are not trained in early childhood education or child development may account for the high rankings of In-Service Training and Allowance for Education.

1988 Working Conditions

Summary of Total Sample		Job Description		Written Contract		Personnel Policies	
Total Sample	Total No.	Total Responses No.	%	Total Responses No.	%	Total Responses No.	%
Full Time	226	175	**77%** *	86	38%	156	**69%**
Part Time in Full Day	43	23	**53%**	13	30%	20	47%
Part Time in Half Day	101	61	**60%**	60	**59%**	41	41%
Total Sample	371	259	**70%**	159	43%	217	**58%**

Summary by Type of Program		Job Description		Written Contact		Personnel Policies	
Type of Program	Total No.	Total Responses No.	%	Total Responses No.	%	Total Responses No.	%
Private Non-Profit Sponsored							
Full Time	108	94	**87%**	41	38%	84	**78%**
Part Time	58	34	**59%**	25	43%	27	47%
Private Non-Profit Incorporated							
Full Time	32	26	**81%**	14	44%	21	**66%**
Part Time	21	11	52%	13	**62%**	9	43%
Private for Profit							
Full Time	27	17	**63%**	5	19%	18	**67%**
Part Time	17	5	29%	2	12%	6	35%
Employer Supported							
Full Time	6	4	**67%**	2	33%	5	**83%**
Part Time	1	1	**100%**	0	0%	0	0%
Public School							
Full Time	16	10	**63%**	11	**69%**	6	38%
Part Time	12	8	**67%**	8	**67%**	5	42%
Other Public Headstart, Title XX							
Full Time	57	46	**81%**	22	39%	40	**70%**
Part Time	7	4	**57%**	3	43%	4	**57%**
Cooperative							
Part Time	24	17	**71%**	19	**79%**	6	25%

*Note: Bold type indicates a response of 50% or higher.

1988 Working Conditions

Summary of Total Sample		Paid Planning Preparation Time		Paid Overtime		Time Off For Overtime Work	
Total Sample	Total No.	Total Responses No.	%	Total Responses No.	%	Total Responses No.	%
Full Time	226	69	31%	54	24%	75	33%
Part Time in Full Day	43	10	23%	9	21%	6	14%
Part Time in Half Day	101	19	19%	5	5%	0	0%
Total Sample	371	98	26%	68	18%	81	22%

Summary by Type of Program		Paid Planning Preparation Time		Paid Overtime		Time Off For Overtime Work	
Type of Program	Total No.	Total Responses No.	%	Total Responses No.	%	Total Responses No.	%
Private Non-Profit Sponsored							
Full Time	108	39	36%	28	26%	54	50%
Part Time	58	17	29%	5	9%	3	5%
Private Non-Profit Incorporated							
Full Time	32	9	28%	9	28%	11	34%
Part Time	21	2	10%	2	10%	0	0%
Private for Profit							
Full Time	27	8	30%	5	19%	4	15%
Part Time	17	1	6%	3	18%	1	6%
Employer Supported							
Full Time	6	1	17%	3	50%	0	0%
Part Time	1	0	0%	0	0%	0	0%
Public School							
Full Time	16	7	44%	4	25%	1	6%
Part Time	12	3	25%	0	0%	0	0%
Other Public Headstart, Title XX							
Full Time	57	19	33%	11	19%	23	40%
Part Time	7	3	43%	0	0%	1	14%
Cooperative							
Part Time	24	3	13%	0	0%	0	0%

1988 Working Conditions

Summary of Total Sample		Paid Breaks		Paid Lunch		Staff Room	
Total Sample	Total No.	Total Responses No.	%	Total Responses No.	%	Total Responses No.	%
Full Time	226	108	48%	92	41%	92	41%
Part Time in Full Day	43	20	47%	20	47%	15	35%
Part Time	101	6	6%	12	12%	13	13%
Total Sample	371	134	36%	124	33%	120	32%

Summary by Type of Program		Paid Breaks		Paid Lunch		Staff Room	
Type of Program	Total No.	Total Responses No.	%	Total Responses No.	%	Total Responses No.	%
Private Non-Profit Sponsored							
Full Time	108	61	**56%**	48	44%	54	**50%**
Part Time	58	7	12%	14	24%	11	19%
Private Non-Profit Incorporated							
Full Time	32	20	**63%**	13	41%	13	41%
Part Time	21	4	19%	5	24%	4	19%
Private for Profit							
Full Time	27	8	30%	8	30%	10	37%
Part Time	17	4	24%	5	29%	4	24%
Employer Supported							
Full Time	6	6	**100%**	3	**50%**	0	0%
Part Time	1	0	0%	0	0%	1	**100%**
Public School							
Full Time	16	5	31%	6	38%	8	**50%**
Part Time	12	7	**58%**	2	**17%**	8	**67%**
Other Public Headstart, Title XX							
Full Time	57	25	44%	24	42%	14	25%
Part Time	7	3	43%	5	**71%**	0	0%
Cooperative							
Part Time	24	0	0%	1	4%	0	0%

1988 Working Conditions

Summary of Total Sample

Total Sample	Total No.	Paid Attendance At Staff Meetings: Total Responses No.	%	Grievance Procedures: Total Responses No.	%	Reduced Child Care: Total Responses No.	%
Full Time	226	95	42%	110	49%	79	35%
Part Time in Full Day	43	17	40%	15	35%	18	42%
Part Time in Half Day	101	13	13%	14	14%	19	19%
Total Sample	371	125	34%	139	37%	116	31%

Summary by Type of Program

Type of Program	Total No.	Paid Attendance At Staff Meetings: Total Responses No.	%	Grievance Procedures: Total Responses No.	%	Reduced Child Care: Total Responses No.	%
Private Non-Profit Sponsored							
Full Time	108	53	49%	62	**57%**	44	41%
Part Time	58	16	28%	13	22%	12	21%
Private Non-Profit Incorporated							
Full Time	32	16	**50%**	18	**56%**	15	47%
Part Time	21	1	5%	3	14%	9	43%
Private for Profit							
Full Time	27	6	22%	4	15%	12	44%
Part Time	17	5	29%	1	6%	9	**53%**
Employer Supported							
Full Time	6	5	**83%**	4	**67%**	1	17%
Part Time	1	0	0%	0	0%	0	0%
Public School							
Full Time	16	8	**50%**	7	44%	3	19%
Part Time	12	4	33%	5	42%	4	33%
Other Public Headstart, Title XX							
Full Time	57	27	47%	33	**58%**	15	26%
Part Time	7	3	43%	3	43%	0	0%
Cooperative							
Part Time	24	0	0%	4	17%	3	13%

1988 Working Conditions

Summary of Total Sample

Total Sample	Total No.	Cost of Living Increase Total Responses No.	%	Merit Increase Total Responses No.	%	Merit and Cost of Living Combined Total Responses No.	%
Full Time	226	66	29%	46	20%	112	**50%**
Part Time in Full Day	43	7	16%	6	14%	13	30%
Part Time in Half Day	101	30	30%	20	20%	50	**50%**
Total Sample	371	103	28%	72	19%	175	47%

Summary by Type of Program

Type of Program	Total No.	Cost of Living Increase Total Responses No.	%	Merit Increase Total Responses No.	%	Combined Total Responses No.	%
Private Non-Profit Sponsored							
Full Time	108	43	40%	25	23%	68	**63%**
Part Time	58	15	26%	12	21%	27	47%
Private Non-Profit Incorporated							
Full Time	32	11	34%	6	19%	17	**53%**
Part Time	21	3	14%	4	19%	7	33%
Private for Profit							
Full Time	27	4	15%	4	15%	8	30%
Part Time	17	3	18%	3	18%	6	35%
Employer Supported							
Full Time	6	3	**50%**	0	0%	3	**50%**
Part Time	1	0	0%	0	0%	0	0%
Public School							
Full Time	16	4	25%	3	19%	7	44%
Part Time	12	7	**58%**	1	8%	8	**67%**
Other Public Headstart, Title XX							
Full Time	57	10	18%	11	19%	21	37%
Part Time	7	1	14%	1	14%	2	29%
Cooperative							
Part Time	24	8	33%	4	17%	12	**50%**

1988 Working Conditions

Summary of Total Sample

Total Sample	Total No.	Inservice Training Total Responses No.	%	Allowance Education Total Responses No.	%	N/A Or None Listed Total Responses No.	%
Full Time	226	149	66%	122	54%	6	3%
Part Time in Full Day	43	21	49%	19	44%	2	5%
Part Time in Half Day	101	39	39%	49	49%	3	3%
Total Sample	371	209	56%	190	51%	11	3%

Summary by Type of Program

Type of Program	Total No.	Inservice Training Total Responses No.	%	Allowance Education Total Responses No.	%	N/A Or None Listed Total Responses No.	%
Private Non-Profit Sponsored							
Full Time	108	84	78%	69	64%	0	0%
Part Time	58	27	47%	28	48%	2	3%
Private Non-Profit Incorporated							
Full Time	32	22	69%	17	53%	1	3%
Part Time	21	9	43%	9	43%	1	4%
Private for Profit							
Full Time	27	15	56%	13	48%	1	4%
Part Time	17	8	47%	10	59%	2	12%
Employer Supported							
Full Time	6	2	33%	5	83%	0	0%
Part Time	1	0	0%	0	0%	0	0%
Public School							
Full Time	16	8	50%	4	25%	0	0%
Part Time	12	6	50%	2	17%	0	0%
Other Public Headstart, Title XX							
Full Time	57	40	70%	30	53%	3	5%
Part Time	7	5	71%	4	57%	0	0%
Cooperative							
Part Time	24	5	21%	14	58%	0	0%

CAEYC SURVEYS:

1976 Number of Respondents 125

1979 Number of Respondents 180

1984 Number of Respondents 131

1988 Number of Respondents 216[1]

Summary

The first two CAEYC surveys reflect the characteristics of the membership of CAEYC. In 1976 and 1979 a profile of the organization was compiled so that a comparison between the membership and the survey sample was possible. Both surveys matched the membership profile, ie program type, full time/part time, education level and position. Membership profiles were not available for 1984 and 1988 to make these comparisons. Many members now renew their membership through NAEYC and as a result do not fill out CAEYC's profile questionnaire that is part of the local affiliate membership application. See chart below.

The four salary surveys conducted by CAEYC cover a time period when the early childhood profession underwent marked changes. Full time centers opened or expanded to meet the growing need for day care as women with children under six joined the work force. Most centers that served the preschool child, now serve the infant/toddler to the school age child. In 1976 the majority of members worked part time in half day programs. By 1979 the organization was reaching out to the full time worker in the day care center. Today it is the full time worker in full day centers that represents the majority of members. All of this should be taken into account when any comparison of surveys is made.

1976	1988
67% had 4 year degrees and above	53% have 4 year degrees and above
63% work part time in half day program	44% work part time.
55 % worked in nursery/preschool	36 % worked in nursery/preschool
15% did not have a degree)	25% did not have a degree

The most striking change that appears to have occurred is the change in the education level achieved by members. A comparison shows a decrease in the number of individuals with 4 year degrees and an increase in the number of members with high school diplomas. The only educational level that shows an increase in the 12 year period was the number of respondents with an associate's degree, 17% to 22%. In the 1988 total survey of 382 respondents only 37% have 4 year degrees and above. The composition of CAEYC has traditionally been assumed to be the more educated higher paid worker and the comparison of 1988 survey of members and non-members confirms this.

[1]Only surveys from CAEYC members were tabulated for this section.

CAEYC Surveys - Continued

Average Hourly Wages 1976-1988

Members	No. of Respondents	Hourly Wage Mean	Annual Salary[1] Mean
CAEYC 1976	125	$5.12	$10,650
CAEYC 1979	180	$6.58	$13,686
CAEYC 1984	131	$8.66	$18,013
CAEYC 1988	216	$8.19	$17,035
1988 Total Sample			
Member	216	$8.19	$17,035
Non Member	166	$5.60	$11,648
Combined	382	$7.06	$14,684

Commentary

The shift in CAEYC membership from part time early childhood professionals to full time makes it difficult to draw conclusions from the comparison of hourly/annual wages in the four surveys. There are indications that salaries have increased, however the increase has not kept the educated individual in the field. The fact that non members earn less per hour than members is not surprising. Although several researchers in other parts of the country have recently reported that the average wage has dropped in comparison to a previous survey, additional surveys will be needed to confirm if this is a trend in the Cleveland area. In 1976 the lowest salary for a teacher was $2.17 per hour (minimum wage was $2.20) or $4,514 per year. The minimum wage was increased to $3.35[2] per hour in 1981 and has remained at that level. The only hope for a raise for many early childhood workers, particularly aides and assistant teachers is an increase in the minimum wage.

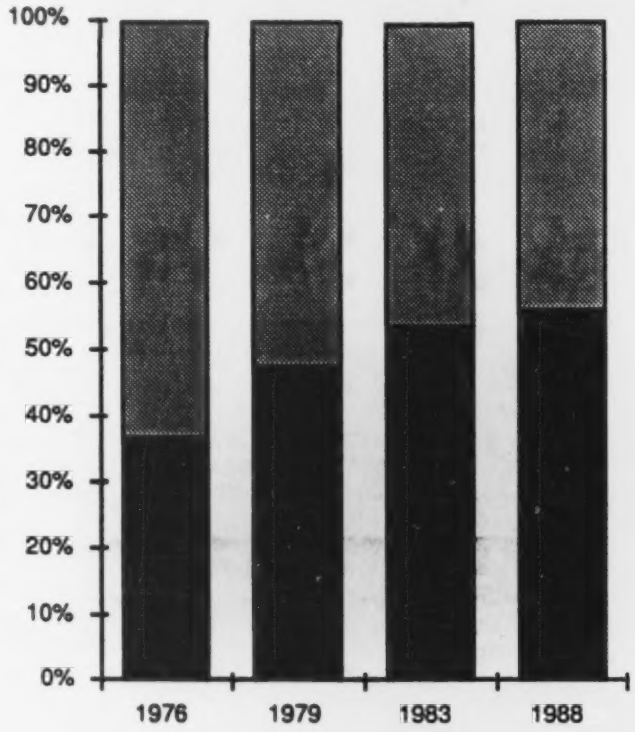
The change in CAEYC's membership reflects what has happened in the field. The child care industry has moved toward the "Efficiency Model" of operation and now shares many characteristics of the fast food industry. This model describes a business that hires individuals with few job skills and/or no job experience, pays minimum wage and provides minimal or no benefits. Limited opportunities for salary increases and advancement lead to worker frustration and high turn over. A set level of quality is maintained. Even in quality the resemblance between the fast food industry and the child care industry is striking. Both industries must be licensed and are inspected. Day care licensing sets minimum standards for the operation of a child care program. The licensing standards in many instances become *the standards* to achieve.

[1]Annual salary was computed using the formula 2080 hours times the hourly wage.

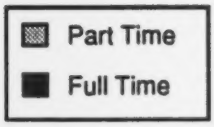
[2]Assuming an annual 6% inflation/cost of living increase since 1981, the minimum wage should be $5.04 or $10, 483 annually instead of $3.35 or $6,968 per year.

CAEYC: Demographics

A Comparison of CAEYC Membership by Full Time and Part Time



	1976	1979	1984	1988
Full Time	37%	47%	53%	56%
Part Time	63%	53%	46%	44%



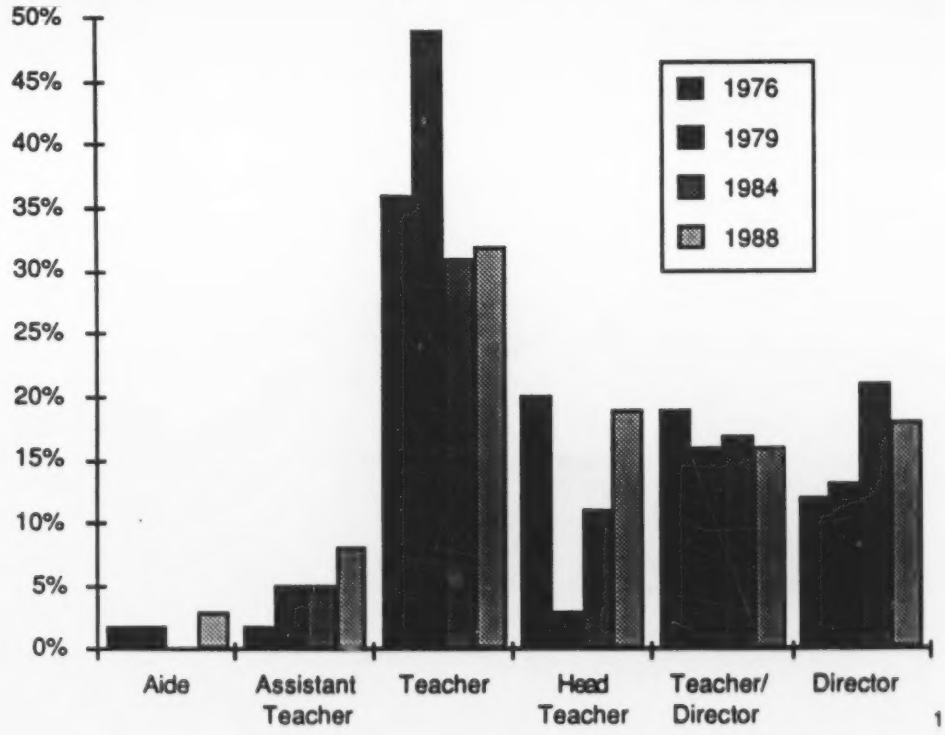
Analysis of Positions by Year

Type	1976	1979	1984	1988
Aide	2%	2%		3%
Assistant Teacher	2%	5%	5%	8%
Teacher	36%	49%	31%	32%
Head Teacher	20%	3%	11%	19%
Teacher/ Director	19%	16%	17%	16%
Director	12%	13%	21%	18%[1]
Other[2]	10%	12%	15%	5%

[1] Includes Administrators.

[2] Other includes social workers, college professors, parent educators.

CAEYC: Demographics - Continued



[1]Administrators are included with directors in 1988.

CAEYC Salary: Position 1976, 1979, 1984, and 1988

Summary by Year

Year	No.	% of Sample	Range Low	Range High	Mean	Std Dev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
1976	125		$1.60	$9.62	$5.12	$1.62	$3.85	$5.05	$6.30
1979	180		$2.30	$20.79	$6.58	$3.05	$4.54	$6.00	$8.00
1984	131		$3.60	$40.00	$8.66	$4.74	$5.76	$7.50	$10.25
1988	216		$3.75	$25.40	$8.19	$3.99	$5.42	$6.95	$9.89

Summary Full Time

Year	No.	% of Sample	Range Low	Range High	Mean	Std Dev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
Aide									
1988	2	2%	$4.50	$4.75	$4.63				
Assistant Teacher									
1976	1	2%	$3.13	$3.13	$3.13				
1984	2	3%	$3.67	$6.25	$4.96				
1988	10	8%	$4.25	$6.33	$5.10	$0.69	$4.38	$5.09	$5.25
Teacher									
1976	13	28%	$2.17	$6.64	$3.93	$1.58	$2.45	$3.03	$5.36
1979	39	46%	$2.30	$16.74	$5.48	$3.07	$3.43	$4.76	$6.86
1984	21	30%	$3.89	$20.00	$7.94	$3.90	$5.56	$7.00	$9.57
1988	32	26%	$4.15	$24.72	$6.98	$4.63	$4.78	$5.48	$6.02
Head Teacher									
1976	8	17%	$2.80	$5.63	$4.35	$0.93	$3.62	$4.48	$5.14
1979	4	5%	$3.03	$4.60	$3.86	$0.69		$3.90	
1984	7	10%	$4.41	$10.50	$6.20	$2.06		$5.75	
1988	27	22%	$4.00	$13.28	$6.75	$2.38	$5.05	$6.13	$7.37
Teacher/Director									
1976	3	7%	$3.90	$6.64	$4.91	$1.51		$4.19	
1979	3	4%	$5.49	$18.10	$10.84	$6.52		$8.94	
1984	6	9%	$3.65	$20.00	$7.92	$6.02		$6.28	
1988	10	8%	$4.45	$14.83	$7.63	$2.90	$6.38	$6.96	$7.30

Position 1976, 1979, 1984, and 1988: Summary Full Time - Continued

Position	No.	% of Sample	Range Low	Range High	Mean	Std Dev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
Director									
1976	11	24%	$2.45	$7.22	$5.26	$1.51	$4.21	$5.63	$6.17
1979	19	22%	$3.90	$16.74	$7.68	$2.78	$6.33	$7.00	$8.05
1984	21	30%	$5.77	$16.25	$9.77	$2.90	$7.50	$8.92	$11.25
1988	22	18%	$5.91	$15.90	$9.47	$2.46	$8.16	$8.66	$9.98
Administrator									
976									
1979	4	5%	$8.95	$10.68	$9.54	$0.79		$9.26	
1984	3	4%	$10.94	$13.53	$12.16	$1.30		$12.00	
1988	10	8%	$6.35	$25.40	$13.18	$6.51	$8.15	$10.93	$17.92
College Professor/Instructor									
1976	3	7%	$5.31	$8.08	$6.87	$1.42		$7.22	
1979	6	7%	$6.64	$12.99	$10.15	$2.48		$10.69	
1984	5	7%	$13.85	$19.04	$15.67	$2.04		$15.00	
Other									
1976	7	15%	$5.29	$8.25	$6.48	$1.11		$6.27	
1979	10	12%	$5.09	$13.00	$8.16	$2.08	$7.21	$7.56	$9.24
1984	5	7%	$7.34	$25.00	$14.73	$7.10		$14.87	
1988	8	7%	$5.40	$22.00	$12.53	$5.26	$8.74	$11.99	$15.69

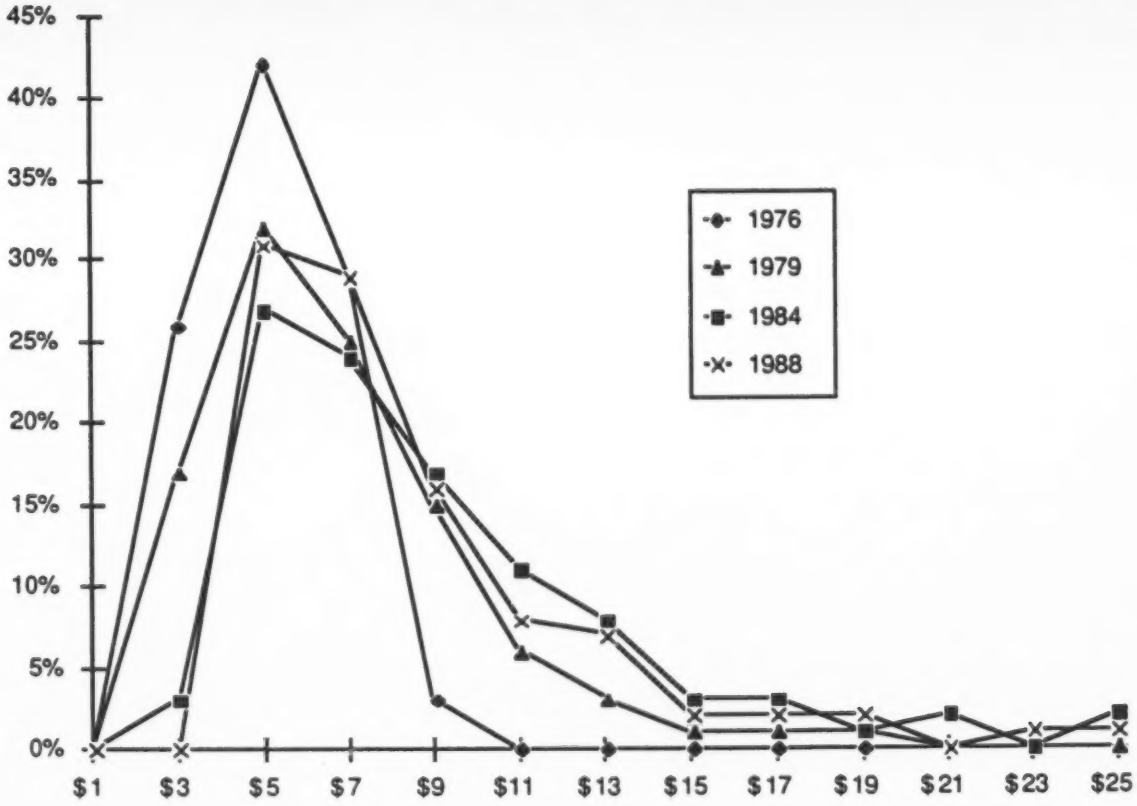
Summary Part Time

Position	No.	% of Sample	Range Low	Range High	Mean	Std Dev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
Aide									
1976	2	3%	$2.69	$3.08	$2.89				
1979	3	3%	$2.90	$5.00	$3.67	$1.16		$3.10	
1988	4	4%	$4.00	$4.50	$4.23	$0.22		$4.21	
Assistant Teacher									
1976	1	1%	$3.85	$3.85	$3.85				
1979	9	9%	$3.00	$20.79	$6.65	$5.42	$3.93	$5.60	$5.91
1984	4	7%	$4.00	$5.94	$4.85	$0.81		$4.74	
1988	7	7%	$3.75	$7.17	$5.33	$1.16		$5.80	

Position 1976, 1979, 1984, and 1988: Summary Part Time - Continued

Position	No.	% of Sample	Range Low	Range High	Mean	Std Dev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
Teacher									
976	32	41%	$3.21	$9.62	$5.13	$1.55	$3.73	$4.81	$6.28
1979	49	52%	$2.54	$15.00	$6.31	$2.61	$4.50	$5.77	$8.00
1984	19	31%	$3.60	$10.00	$6.60	$2.03	$5.23	$6.25	$7.50
1988	38	40%	$4.35	$19.40	$8.64	$3.37	$6.40	$7.55	$9.08
Head Teacher									
1976	17	22%	$2.78	$8.18	$5.78	$1.52	$4.55	$5.77	$6.96
1979	2	2%	$6.35	$8.50	$7.43				
1984	8	13%	$4.10	$10.49	$6.42	$2.08	$4.98	$6.04	$7.38
1988	13	14%	$4.00	$11.24	$8.71	$5.01	$5.91	$7.58	$9.15
Teacher/Director									
1976	24	30%	$1.60	$7.70	$5.33	$1.60	$4.28	$5.18	$7.06
1979	26	27%	$3.90	$13.43	$6.22	$1.91	$5.18	$6.03	$6.50
1984	16	26%	$5.00	$12.00	$8.59	$2.38	$5.93	$8.75	$10.20
1988	24	25%	$4.80	$13.16	$8.35	$2.44	$6.54	$7.85	$10.05
Director									
1976	2	3%	$5.35	$5.95	$5.65				
1979	4	4%	$4.49	$8.37	$6.41	$1.72		$6.40	
1984	7	11%	$4.50	$11.00	$8.41	$2.33		$9.30	
1988	5	5%	$7.04	$13.24	$11.04	$2.38		$11.50	
Administrator									
1976	1	1%	$16.57	$16.57	$16.57				
College Professor/Instructor									
1979	1	1%	$10.00	$10.00	$10.00				
Other									
1976	1	1%	$2.08	$2.08	$2.08				
1979	1	1%	$3.46	$3.46	$3.43				
1984	7	11%	$4.59	$40.00	$12.31	$12.50		$6.18	
1988	3	3%	$5.00	$12.80	$9.76	$4.17		$11.47	

Comparison of Hourly Wage by Years



CAEYC Salary: Education 1976, 1979, 1984, and 1988

Summary

In general the higher the education level achieved the higher the wage. The average annual wage for an individual with an associate's degree has increased by 72% over the 12 year period. For a bachelor's degree the change is 39% and for a master's degree the increase is 81%.

Mean Hourly Wage by Education Level

Education Level	1976	1979	1984	1988
Associate's Degree	$3.82	$4.45	$5.80	$6.59
Bachelor's Degree	$5.43	$6.86	$7.88	$7.57
Master's Degree	$6.53	$8.53	$11.65	$11.82

1976 Salary Survey

Total Sample	No of Respondents	Range Low	Range High	Mean	Stdev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd	Full Time	Part Time
High School Graduate	2	$3.85	$4.81							2
1 Year of College	3	$3.21	$5.35				$4.81			3
2 Years of College	7	$1.60	$5.95	$4.24	$1.58		$4.49		1	6
3 to 4 Years of College	7	$2.45	$6.98	$4.86	$1.55		$4.76		4	3
Associate's Degree	21	$2.08	$6.93	$3.82	$1.51	$2.57	$3.40	$5.10	9	12
Bachelor's Degree	48	$2.60	$8.18	$5.43	$1.47	$4.21	$5.54	$6.93	12	36
Some Graduate Work	17	$3.13	$7.51	$5.30	$1.26	$4.67	$5.34	$5.89	5	12
Master's Degree	17	$3.61	$9.62	$6.53	$1.42	$5.56	$6.64	$7.22	14	3
Doctor's Degree	1	$5.31	$5.31	$5.31					1	
Total	123								46	77

1979 Salary Survey

Total Sample	No of Respondents	Range Low	Range High	Mean	Stdev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd	Full Time	Part Time
High School Graduate	4	$3.10	$7.01	$4.78	$1.68		$4.51		1	3
1 Year of College	1			$4.20						1
2 Years or less of College	7	$2.90	$8.00	$5.67	$1.94		$6.50		3	4
3 Years of College	7	$4.76	$8.30	$6.09	$1.29		$6.05		3	4
Associate's Degree	35	$2.30	$11.44	$4.45	$1.83	$3.12	$4.19	$5.12	15	20
Bachelor's Degree	72	$2.60	$20.79	$6.86	$3.36	$4.96	$6.01	$7.77	25	47
Some Graduate Work	15	$3.46	$9.85	$6.40	$2.15	$4.87	$5.34	$8.25	6	9
Master's Degree	36	$4.50	$16.74	$8.53	$2.67	$6.62	$8.10	$10.00	30	6
Doctor's Degree	2	$11.84	$11.84						2	
Other	1	$2.54	$2.54							1
Total	180								85	95

Education 1976, 1979, 1984, and 1988 Continued

1984 Salary Survey

Total Sample	No of Respondents	Range Low	Range High	Mean	Stdev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd	Full Time	Part Time
High School Graduate	4	$4.90	$9.73	$7.91	$2.24		$8.50			4
1 Year of College										
2 Years or less of College	5	$3.89	$6.25	$5.19	$1.15		$5.77		4	1
3 Years of College	10	$4.41	$11.72	$6.98	$2.39	$5.72	$6.32	$7.25	4	6
Associate's Degree	17	$3.60	$12.00	$5.80	$2.15	$4.14	$5.50	$6.54	8	9
Bachelor'ss Degree	28	$4.00	$13.50	$7.88	$2.52	$6.08	$7.00	$10.00	12	16
Some Graduate Work	24	$4.25	$12.00	$7.28	$2.05	$5.60	$7.17	$8.71	13	11
Master's Degree	36	$4.65	$40.00	$11.65	$6.40	$8.06	$10.30	$14.14	22	14
Doctor's Degree	4	$12.00	$16.00	$14.75	$1.89				4	
Other	3	$4.30	$25.00						3	
Total	131								70	61

1988 Salary Survey

Total Sample	No of Respondents	Range Low	Range High	Mean	Stdev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd	Full Time	Part Time
High School Graduate	10	$3.75	$8.00	$4.96	$1.25	$4.27	$4.40	$5.08	4	6
Less than 1 year College	5	$4.50	$5.71	$4.99	$0.45		$4.55		4	1
1 Year of College	10	$4.00	$16.30	$5.93	$3.74	$4.31	$4.73	$5.04	6	4
2 Years of College	15	$4.43	$8.85	$6.47	$1.22	$5.63	$6.78	$7.25	9	6
3 to 4 Years of College	14	$4.00	$12.50	$7.60	$2.99	$5.31	$7.34	$9.13	7	7
Associate's Degree	48	$4.25	$13.16	$6.59	$2.02	$5.15	$6.19	$7.21	26	22
Bachelor's Degree	42	$4.15	$13.24	$7.57	$2.57	$5.71	$6.68	$8.83	26	16
Some Graduate Work	33	$4.45	$23.80	$9.67	$4.38	$6.48	$8.69	$11.92	11	22
Master's Degree	38	$4.80	$24.72	$11.82	$4.70	$8.33	$9.96	$13.83	28	10
Doctor's Degree	1			$25.40					1	
Total	216								122	94

CAEYC Salary: Length of Time in the Profession 1976, 1979, 1984, and 1988

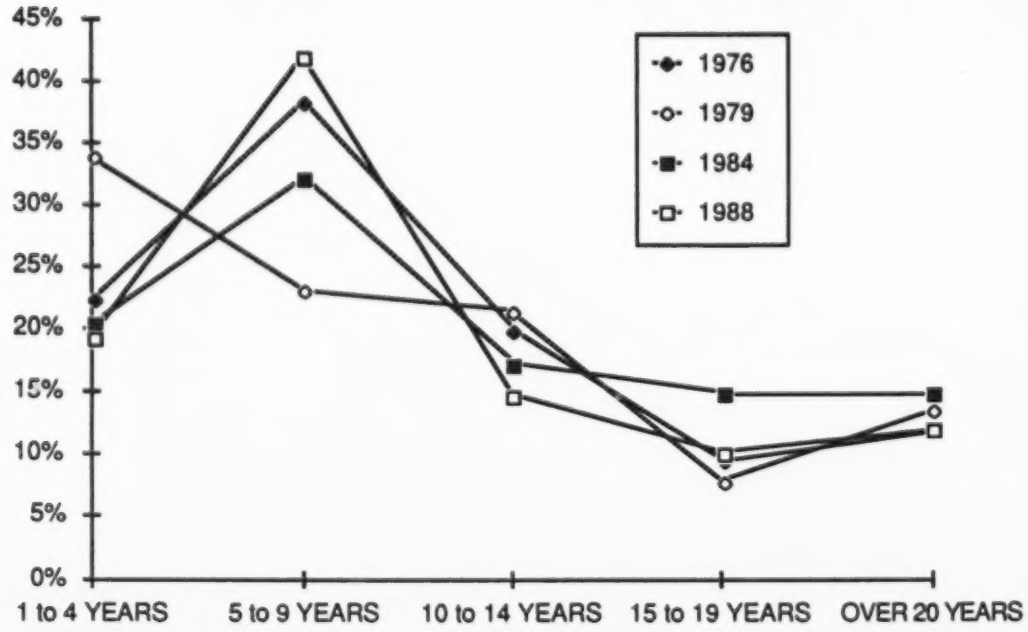
Comparison of Salaries and Length of Time in the Profession

Years	No.	% of Sample	Range Low	Range High	Mean	Std Dev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
Less than One Year									
1988	7	3%	$3.75	$8.25	$5.29	$1.55		$5.00	
One to Four Years									
1976	25	20%	$2.45	$7.70	$4.45	$1.51	$3.17	$4.23	$5.20
1979	60	34%	$2.30	$16.74	$5.70	$2.83	$3.63	$5.12	$6.50
1984	26	20%	$3.60	$13.25	$6.32	$2.82	$4.24	$5.89	$7.11
One to Three Years									
1988	35	16%	$4.00	$13.00	$6.32	$2.42	$4.65	$5.43	$7.75
Four to Seven Years									
1988	37	17%	$4.25	$14.83	$6.93	$2.54	$5.25	$6.45	$7.09
Five to Nine Years									
1976	48	38%	$1.60	$7.70	$4.89	$1.65	$3.60	$4.81	$6.30
1979	41	23%	$2.65	$20.79	$6.29	$3.11	$4.50	$5.58	$7.55
1984	41	32%	$4.00	$12.00	$7.25	$2.13	$5.50	$6.67	$8.80
Seven to Nine Years									
1988	57	26%	$4.30	$16.84	$7.63	$2.78	$5.69	$6.93	$8.66
Ten to Fourteen Years									
1976	25	20%	$2.45	$9.62	$5.58	$1.73	$4.23	$5.36	$6.79
1979	38	21%	$3.46	$18.10	$6.93	$2.57	$5.32	$6.38	$8.00
1984	22	17%	$4.38	$20.00	$8.87	$3.36	$6.13	$8.50	$10.50
1988	32	15%	$4.00	$23.80	$8.67	$4.28	$5.63	$7.92	$11.13

Length of Time in the Profession - Continued

Years	No.	% of Sample	Range Low	Range High	Mean	Std Dev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
Fifteen to Nineteen Years									
1976	12	10%	$4.23	$7.51	$5.81	$1.20	$4.70	$5.79	$7.02
1979	14	8%	$4.76	$13.43	$7.68	$3.10	$5.35	$6.10	$9.11
1984	19	15%	$4.81	$40.00	$11.50	$7.93	$7.25	$9.73	$12.75
1988	22	10%	$5.30	$24.72	$11.01	$5.46	$7.61	$9.60	$11.45
Over Twenty Years									
1976	15	12%	$3.37	$8.08	$5.67	$1.33	$4.81	$5.77	$6.72
1979	24	14%	$2.54	$16.74	$8.50	$3.40	$4.49	$8.04	$12.42
1984	19	15%	$4.50	$25.00	$12.10	$5.39	$7.42	$12.00	$14.94
1988	26	12%	$5.05	$25.40	$11.51	$5.01	$7.52	$7.79	$13.12

Length of Time in Profession by Year



Appendixes

A. Comments from respondents from the 1987-88 CAEYC Salary Survey

B. Glossary:

Profiles

Statistical

Type of Positions

Type of Programs

C. Inferential Analysis

D. Demographics 1988

E. Minimum Wage

F. Analysis of Returns

Total Sample 1988

CAEYC: 1988, 1983, 1979, and 1976

Appendix A

Comments from respondents from the 1987-88 CAEYC Salary Survey:

1. "I feel that I am under paid," from a head teacher with an associate's degree and over 20 years in the field who earns $12,000 per year or $5.33 per hour.

2 "We deserve more money!!" from a teacher with a degree in education (certificate valid) who has worked in the field less than three years and earns $10,500 per year or $5.00 per hour.

3. "I am very interested in campaigning for higher rates of pay/salaries. Quality day care starts with a quality staff. My colleagues and I did not go to college to be paid such low wages," from a teacher with a degree (certificate valid) in education who has worked in the field less than one year and earns $10,400 per year or $5.00 per hour.

4. "We are underpaid and overworked," from a teacher with an associate's degree who has worked in the field for less than three years and who supports a family of three on $10,680 per year or $6.99 per hour in a 30 hour week/9 month position in a publicly funded program.

5. "Need more money soon or will have to get on welfare," from a head teacher with 1 year of college, with over 10 years in the field who earns $9000 per year or $4.00 per hour in a publicly funded program and is supporting a family of 4.

6. "I feel I should get more money but the director doesn't feel that way. I love my job and the children so much! How do I try to get more money? I asked and she said she couldn't afford to give more. She has over 100 children - $60.00 per week + Title XX. I need more money but HOW!" from a teacher with a high school diploma and more than 4 years in the field who earns $4.01 per hour.

7. "I will probably be in the field 2-3 more years, if even then. I'll have to change, due to financial concerns", from a head teacher with an associate's degree who has been in the field for over 4 years, earns $5.04 per hour or $10,500 per year, and lives at home with her mother.

8. "Would like to be under a union," from a teacher with a high school diploma and over 20 years experience in the field and 18 years on the job who earns $3,975 per year or $8.00 per hour in a 15 hour week, 9 month job in a private non-profit center.

9. "I need a raise!!!" from a head teacher with a high school diploma less than three years in the field/job who earns $3.92/hour or $8160.00 per year.

10. "I have been providing care in my home for infants for 6 months and love it! I left my job as an assistant to a .....directress because of lousy pay, hours, amount of work required, lack of benefits and the like....", from a provider with a bachelor's degree in home economics and over 4 years in the field who now earns $8,400 per year

11. "Although the extra income is helpful, I have stayed in this job for 17 years because of the 'fringe benefits' — seeing the children grow and develop, the spontaneous expressions of affection and the appreciation of parents. I would do it for free! At the same time, I understand the need for recognition of the profession," from a teacher in a cooperative nursery school with an associate's degree who works 15 hours a week for 8 1/2 months and earns $11.59 per hour or $5910 per year.

12. "I have found that small day cares do not pay well. I'm lucky my pay is supplemental, it would be very hard to run a household on my wage. Plus there are no benefits, these are carried by my husband," from an Aide with a high school diploma with less than three years in the profession and on the job who earns $4.00 per hour in a private for-profit center.

Appendix A: Comments from respondents from the 1987-88 CAEYC Salary Survey - Continued

13. "Job title is Receptionist/Secretary. Although job calls for much more. Unofficially in charge while director is not available. Lots of power, lacking correct title and highly underpaid," from a staff member earning $4.77 per hour in a private non-profit center that receives public funds.

14. "It is a shame we do not get paid more. We seldom get compliments. I am going to school (nights) to go into another profession because there is no future in day care. It is a shame because I love children," from a teacher/director with a high school diploma with over four years in the profession and who earns $4.25 an hour or $7,600 per year and supports a family of 2.

15. "My salary contributes less than 1/4 to household income, not because that's all that's needed, it is because that's all I make after 10 years experience and schooling," from a teacher earning $4.55 per hour.

16. "Still not making profit - just about even at 1st center - starting second center. Maybe this will give you an idea of beginning a privately owned day care center and what it involves. At this time I am $40,000 in debt!" from an owner who works 80 hour per week.

17 "I am no longer employed in a Day Care/Nursery School. My place of employment closed.....I am now doing child-care in a home. At .....I was a teacher's aide but did everything including cook lunch. My salary was only $3.50 per hour — underpaid to say the least! I worked 40 hour per week. And I did like my job — as I love children — but now I am not under stress and strain," a note from someone on the trainee mailing list.

Commentary: All four surveys had space and invited respondents to make comments. In the three previous surveys the comments related to the form or as a few commented "I need a raise" and "I hope this helps". The comments in the 1988 survey express what has and is happening to workers in the early childhood profession. The frustration that many respondents feel about their jobs, particularly the low salaries is apparent.

Appendix B

Glossary

Profiles

NAEYC Level 1[1] **.- Early Childhood Teacher Assistant (Aides):** "Pre-professional who implement program activities under direct supervision. This level requires basic and minimal personal qualities which include a potential for and willingness to improve one's skills in working with young children, mental and physical health, a genuine liking of children, ability to get along with other adults. and general dependability. The basic educational requirement for entry at this level is a high school diploma or equivalent.

NAEYC Level 2 - Early Childhood Associate Teacher (Assistant Teachers) "Professionals independently implement program activities and who may be responsible for the care and education of a group of children. The individual must be able to demonstrate competency in six basic areas as defined by the National Child Development Associate Credential. The educational requirement is a CDA or an associate's degree.

NAEYC Level 3. Early Childhood Teachers (Head Teachers and Teachers) are responsible for the care and education of a group of children. Individuals at level 2 and 3 may perform similar roles and functions. The titles reflect the different patterns of formal education and the extent of the background and knowledge of child development. Completion of a baccalaureate degree in Early Childhood Education or Child Development from an accredited college or university is used to predict the existence of the competencies required of an Early Childhood Teacher.

NAEYC Level 4. - Early Childhood Specialists(Teacher/Directors, Directors, and Administrators) are professionals who supervise and train staff, design curriculum, and/or administer programs. To qualify an individual must demonstrate all Level 1,2, and 3 competencies and are required to have a baccalaureate degree in Early Childhood Education or Child Development from an accredited college or university plus successful completion of at least three years of full-time teaching experience with young children and/or an advanced degree.

Statistical

Calculation of Salaries - Annual salaries are based on the average number of hours worked x 4.33 weeks x the average number of months worked x the hourly wage. An easy way to calculate annual salaries of an individual who works 40 hours per week, 12 months a year is to multiply the hourly wage by 2080 hours.

Mean - Average - Sum of the data divided by the number of cases/items

Median - Defines the point between the top 50% and the bottom 50 % - same as the 2nd Quartile

Quartiles - Divides the data into four quarters. To find a quartile, the data is arranged in increasing order, ie lowest hourly wage to highest. The the data is divided into four equal parts and the 3 points where the data divides are the quartiles. The 2nd quartile is the midpoint or fiftieth percentile or median. **Quartiles are not influenced by extremes, ie the lowest or highest hourly wages.** A comparison of the 1st and 3rd Quartiles along with the median tells whether the cluster of wages above the mean is different from the wages below the median.

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[1]NAEYC Position Statement on Nomenclature, Salaries, Benefits, and the Status of the Early Childhood Profession, National Association for the Education of Young Children, 1984.
[1]Hourly wage was used for the statistical analysis.

Appendix B: Glossary - Statistical - Continued

Range - Defines the smallest value (Low) and the largest (High) value.

Standard Deviation - A standard deviation is the average amount that scores vary from the mean. It measures dispersion. The greater the variation in the data, the larger the standard deviation. According to theory, in data that is normally distributed, 75% of the data lies within 2 standard deviations to either side of the mean.

Type of Position

Full Time - 35 hour or more per week

Part Time - Less than 35 hours

Part Time In Full Day - Less than 35 hours but work in a program that is open 5 hours or more per day and children may attend full day.

Part Time In Half Day - Less than 35 hours in an AM.and/or PM program. Children attend only half day.

Type of Program:

Cooperative - Usually half day programs owned and operated by parent of children enrolled.

Employer Supported - Programs receiving financial support from a corporation or a hospital.

Private For- Profit - Proprietary, individual or church operated, franchised.

Private Non-Profit Incorporated - Programs governed by a Board of Trustees, separate entity.

Private Non-Profit Sponsored - Programs sponsored by churches, temples, and community agencies.

Public School - Programs sponsored by public school, usually under the jurisdiction of a Board of Education.

Other Public - Includes Head Start, Title XX, and United Way funded programs.

Appendix C

Inferential Analysis

An analysis of variance was run on the 1988 responses using as factors the type of program (for-profit, private non-profit, and non-profit sponsored), the amount of time working (part time in a full-time center, part time in a half-time center, full time in a full-time center), and position (aides/assistant teachers, teachers/head teachers, and directors). All data that did not fit the descriptions of these categories were excluded from the analysis. The analysis took into account the unequal numbers of respondents in each category by holding all other effects constant while testing for a given effect.

The analysis found significant main effects of all three factors and a significant interaction between program type and position. The effect of work time was significant $F(2,215)=7.47$, $p<.01$. The effect of program type was significant $F(2,215)=5.66$, $p<.01$. The effect of position type was significant $F(2,215)=28.7$, $p<.001$. The interaction between program type and position was significant $F(4,215)=2.45$, $p<.05$. No other effects were significant. Planned contrasts were performed to determine which groups differed. For the work-time factor, it was found that although in the sample respondents working part-time in a full-time center did earn somewhat less than people working full-time, this difference was not significant; however, respondents working part-time in a half-time center earned significantly more than full-time workers, $t(213)=3.84$, $p<.001$. For the program factor, it was found that workers in for-profit centers earned significantly less than workers in centers of the two non-profit categories, $t(238)=-2.81$, $p<.01$. It was also found that workers in private non-profit centers earned more than workers in sponsored non-profit centers, $t(194)=2.31$, $p<.05$. For the position factor, it was found that aides/assistant teachers earned significantly less than teachers/head teachers and directors, $t(238)=-6.17$, $p<.001$. It was further found that teachers/head teachers earned less than directors, $t(196)=-4.52$, $p<.001$. Planned contrasts on the interaction showed that while aides/assistant teachers were paid about the same amount in for-profit and non-profit centers, teachers/head teachers and directors earned marginally significantly less in the for-profit centers, $t(238)=-1.46$, $p<.10$. This was the only significant interaction contrast of the contrasts chosen.

Thus, the statistical analysis supports the following conclusions:

1) Workers in half-time centers earn a higher hourly wage than workers in full-time centers.[1]

2) Workers in private non-profit incorporated centers earn more than workers in non-profit sponsored centers, and workers in both types of non-profit centers earn more than workers in for-profit centers.

3) Aides/assistant teachers earn less than teachers/head teachers, who in turn earn less than directors.

4) Teachers/head teachers and directors (but not aides/assistant teachers) earn less in for-profit centers than in non-profit centers of both types.

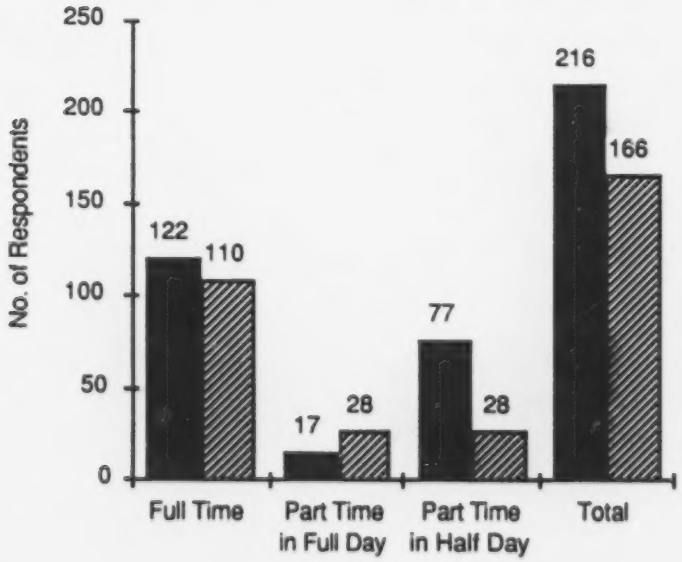
[1]Hourly wage was used for the statistical analysis.

Appendix D

1988 Demographics

Summary: A total of 433 individuals filled out survey forms for the 1988 Salary Survey and 382 were tabulated for this report - 216 (57%) CAEYC members and 166 (43%) non-members.[1] Over half (57%)of the respondents were under the age of forty. Teachers and head teachers together represented the largest group (50%). Aides and assistant teachers accounted for only 16% of the sample. Although data on staffing patterns of centers is not available, it is assumed that the ratio of aides/assistant teachers to teachers is higher than the ratio in the survey. The response from individuals who have been in the profession for less than a year was also low. Early childhood professionals are primarily women, although six men responded. 8% (30) respondents belonged to a union. The majority of respondents work in non-profit incorporated or sponsored centers. The 1988 survey had the largest number, 46 (13%), of individual who work in for-profit centers but for profit centers are under represented. Of the 513 licensed centers in Cuyahoga County 51% are for-profit. The average hourly wage is higher than the full sample, the quartiles show that over 75 % of union member respondents earned less than $7.74 per hour. 86 (24%) of individuals indicated that their income provided the total income for their household. (See Profile Section for Head of Household). 61 % of the respondents worked full time (35 hours or more). Of the 150 individuals who worked part time, 45 (30%) work part time in full day centers. One of the major differences between part time and full time workers is the amount of unpaid time worked. A person working 40 hours a week spends 5.8 additional hours of unpaid time in the performance of their job. The person working part time in a half day program works an average of 27 hours per week and spends an additional 5.75 unpaid hours,or 33 % additional hours - twice the percentage of a full time person . Full time workers are more likely to meet all of their job responsibilities during their scheduled work hours. In general, the survey does seem to reflect the diversity of positions and personnel in the early childhood field.

Who Responded: Comparison of Member and Non-Member



Respondents by Type of Position

Full Time	61%
Part Tine in Full Day	11%
Part Time in Half Day	27%

Respondents by Membership Status

Member	57%
Non-Member	43%

Member Non-Member

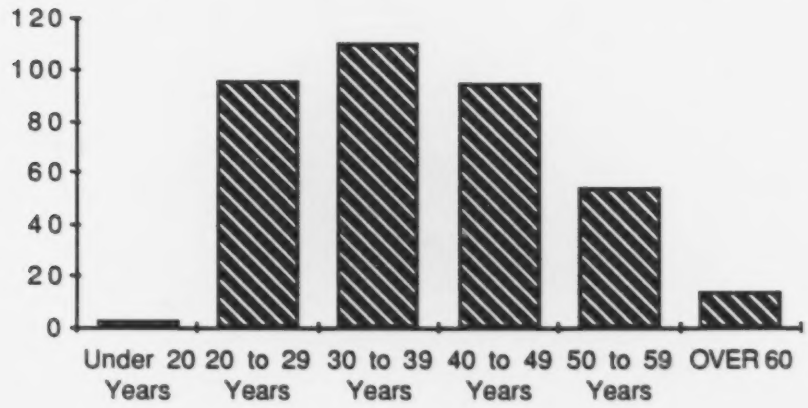
[1] In 1988 the licensed capacity for full day centers was 13,717 slots (565 infant, 2149 toddler, 6,630 preschool, and 4,373 for school age). Data for part time centers is not available. Applying licensing ratios to teach of the 4 groups the minimum staff needed to care for these children would be 1160.

Appendix D: Demographics - Continued

Ages of Respondents by Position

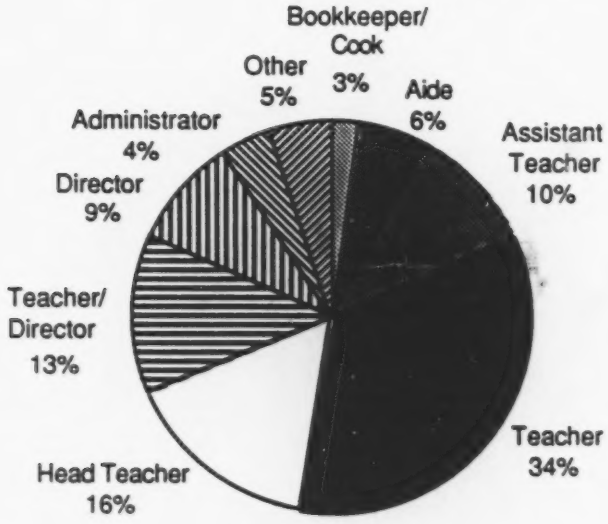
Positions	Under 20 Years No.	%	20 to 29 Years No.	%	30 to 39 Years No.	%	40 to 49 Years No.	%	50 to 59 Years No.	%	Over 60 Years No.	%	Total No.	%
Cook			2	<1%	2	<1%	1	<1%	3	1%			8	2%
Bookkeeper					2	<1%							2	<1%
Aide	1	<1%	7	2%	5	1%	4	1%	2	<1%	1	<1%	20	5%
Assistant Teacher	1	<1%	14	4%	15	4%	5	1%	4	1%			39	10%
Teacher	1	<1%	41	11%	33	9%	30	8%	19	5%	3	1%	127	34%
Head Teacher			16	4%	20	5%	16	4%	6	2%	2	<1%	60	16%
Teacher Director			8	2%	13	3%	20	5%	6	2%	2	<1%	49	13%
Director			3	<1%	11	3%	9	2%	7	2%	3	<1%	33	9%
Administrator			1	<1%	4	1%	6	2%	3	1%	1	0%	15	4%
Other			4	1%	5	1%	4	1%	4	1%	2	1%	19	5%
Total	3	<1%	96	26%	110	30%	95	26%	54	15%	14	4%	372	100%

Age of Respondents: N = 372



Appendix D: Demographics - Continued

Positions: N = 382



Positions	No.
Cook	8
Bookkeeper	2
Aide	21
Assistant Teacher	40
Teacher	131
Head Teacher	61
Teacher/Director	51
Director	34
Administrator	15
Other	19

Program Type[1]

Program	No.[2]	%
Cooperative	23	6%
Employer Supported	7	2%
Montessori	2	<1%
Private For-Profit	46	13%
Private Non-Profit Incorporated	54	15%
Private Non-Profit Sponsored (Agency/Religious)	169	46%
Public	28	8%
Public Other	64	18%

[1]In 1988 Cuyahoga County had 513 licensed programs - 49 after school, 35 cooperatives, 193 day care centers, 58 Head Starts, 19 Montessori, 150 nursery/preschools, and 9 special needs.

[2]Multiple responses account for totals greater than sample size. A non-profit incorporated center receiving Title XX monies would be counted twice. It is recommended that future surveys limit answers to one for program type and then ask questions about program characteristics. 21 (5%) respondents left this question blank.

Appendix D: Demographics - Continued

Union Membership and Salary

	No.	% of Sample	Range Low	Range High	Mean	Stdev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
Membership	30	8%	$4.20	$25.40	$8.14	5.13	$4.97	$6.50	$7.74
Full Time	22	10%							
Part Time	8	5%							

Number of Hours Worked Per Week

Type of Position	No.	Range Low	Range High	Mean	Std Dev	Quartiles 1st	Quartiles 2nd	Quartiles 3rd
Full Time	232*	35	55	39.72	2.75			
Part Time in Full Day	45	6	32.5	24.14	6.49	20	25	30
Part Time in Half Day	105	4	34	17.38	7.33	12	15	24

*169 (73%) individuals work 40 hours per week

Unpaid Hours Per Week

Type of Program		Mean Hours Per Week	StDev	% of Unpaid to Paid
Full Time	232	5.80 hours	5.90 hours	14.60%
Part Time in Full Day	45	3.27 hours	4.49 hours	13.55%
Part Time in Half Day	105	5.75 hours	4.16 hours	33.08%

Appendix E

Minimum Wage: 1976 to 1988

Year	Hourly Wage	Year	Hourly-Wage
1976	$2.20	1980	$3.10
1977	$2.30	1981	$3.35
1978	$2.65	1988	$3.35
1979	$2.90		

Appendix F

Analysis of Returns by Year: 1988, 1984, 1979, 1976

1988 Salary Survey	No.	% of Membership	% of Returns	% of Sample
Total Number of Returns	433			
Total Number of Useable Returns[1]*	382		88%	
Member Returns				
CAEYC Membership was 605 in May 1988				
Number of Returns	246	41%		
Unusable Returns	30		12%	
Number of Usable Returns	216	36%		57%
Non Member Returns			%	
Number of Returns	187			
Unusable Returns	21		11%	
Number of Usable Returns	166			43%

			Member		Non-Member	
Summary of Returns	**No. Sample**	**% of Total Returns**	**No. of Returns**	**% of Sample**	**No. of Returns**	**% of**
Full Time	232	54%	122	53%	110	47%
Part Time in Full Day	45	10%	17	38%	28	62%
Part Time in Half Day	105	24%	77	73%	28	27%
Nannie/Family Day Care Home Provider	9	2%	7	78%	2	22%
No Salary	23	5%	13	57%	10	43%
Unusable[2]	16	4%	7	44%	9	56%
Not Working/Volunteer/Student	3	1%	3	100%		
Total Returns	433	100%	246	57%	187	43%
Total Unusable Returns Member	35	14%				
Total Unusable Non-Member	13	7%				

Summary of CDCPP Returns

Total Returns	75	
Full Time	41	55%
Part Time	5	7%
Unusable	13	17%
Duplicates (Previously filled out survey)	16	21%
Returns Included in total sample	46	61%

[1]Total does not include the 16 duplicate forms of members participating in the Child Day Care Planning Project's data collection who submitted 2 forms.
[2]Rejected because of conflicting data.

Appendix F: Analysis of Returns by Year - Continued

1984 Salary Survey	No.	% of Membership	% of Sample
CAEYC Membership 532 in May 1984			
Total Returns	165	31%	
Total Useable Returns	131	25%	
Summary of Returns			
Full Time	80	48%	
Full Time not counted-no salary data	10	6%	
Part Time	74	45%	
Part Time not counted-no salary data	13	8%	
Unusable	4	2%	
Not Working/Volunteer/Student	7	4%	
Total Returns	165	100%	
Total Unusable	34	21%	
Total Useable Returns	131	79%	
Full Time Tabulated	60		46%
Part Time Tabulated	48		37%

1979 Salary Survey			
CAEYC Membership 372 in May 1979			
Total Returns	209	56%	
Total Useable Returns	180	48%	
Summary of Returns			
Full Time	87	42%	
Full Time not counted-no salary data	2	1%	
Part Time	113	54%	
Part Time not counted-no salary data	18	9%	
Not Working/Volunteer/Student	9	4%	
Total Returns	209		
Total Unusable	29	14%	
Total Useable Returns	180	86%	
Total Full Time	85		47%
Total Part Time	95		53%

1976 Salary Survey			
CAEYC Membership 280 in May 1976			
Total Number of Returns	185	66%	
Total Useable Returns	125	45%	
Summary of Returns			
Full Time	46	25%	
Full Time not counted-no salary data	27	15%	
Part Time	79	43%	
Part Time not counted-no salary data	23	12%	
Unknown	1	1%	
Substitute	2	1%	
Not Working/Volunteer/Student	7	4%	
Total Unusable	60	32%	
Total Returns	185		
Full Time Tabulated	46		37%
Part Time Tabulated	79		63%